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

Editor—HARRY J. WALKER

OTTAWA
EDMOND CLOUTIER, C.M.G., B.A., L.Ph.,
KING'S PRINTER AND CONTROLLER OF STATIONERY
1949

LEGEND

A.F.L.	American Federation of Labour
C.B.C.	Canadian Broadcasting Corporation
C.B.R.E.	Canadian Brotherhood of Railway Employees (and Other Transport Workers)
C.C.C.L.	Canadian and Catholic Confederation of Labour
C.C.L.	Canadian Congress of Labour
C.I.O.	Congress of Industrial Organizations
C.M.A.	Canadian Manufacturers' Association
C.S.U.	Canadian Seamen's Union
C.V.T.	Canadian Vocational Training
D.B.S.	Dominion Bureau of Statistics
D.P.	Displaced Person
D.V.A.	Department of Veterans Affairs
I.A.P.A.	Industrial Accident Prevention Associations
I.D.I.C.	Industrial Disputes Inquiry Commission(er)
I.L.O.	International Labour Organization
I.R.D.I.	Industrial Relations and Disputes Investigation (Act)
I.R.O.	International Relief Organization
I.U.M.M.S.W.	International Union of Mine, Mill and Smelter Workers
L.M.C.S.	Labour-Management Co-operation Service
L.M.P.C.	Labour-Management Production Committees
N.E.S.	National Employment Service
N.L.R.B.	National Labour Relations Board
R.T.B.	Railway Transportation Brotherhoods
T.L.C.	Trades and Labour Congress (of Canada)
T.U.C.	Trades Union Congress (British)
U.I.C.	Unemployment Insurance Commission
U.A.W.	United Automobile, Aircraft and Agricultural Implement Workers of America
U.M.M.S.W.	United Mine, Mill and Smelter Workers
U.M.W.	United Mine Workers (of America)
U.N.	United Nations
U.S.W.A.	United Steel Workers of America
W.F.T.U.	World Federation of Trade Unions
W.L.R.R.	Wartime Labour Relations Regulations
W.P.T.B.	Wartime Prices and Trade Board

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ERRATA

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- Canadian Marconi Company, Montreal, and employees (radio officers on vessels on East Coast—Canadian Communications Association), 29, 173 (application withdrawn).
- Canadian Marconi Company, Montreal, and employees (radio telegraph operators, technicians, telephone operators and delivery clerks at Central Telegraph Office, Montreal; shift engineers at Drummondville Station and Yamachiche Station, P.Q.—Marconi System Division No. 59, Commercial Telegraphers' Union), 1103, 1239 (application rejected).
- Canadian Marconi Company, Limited (Transoceanic Service), and employees (Marconi System Division No. 59, Commercial Telegraphers' Union), 577, 736 (agreement reached).
- Canadian National Railways, Montreal, and employees (locomotive firemen, helpers, hostlers and hostlers' helpers), 173, 464.
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- Canadian National Railways and Canadian Pacific Railway Company and their jointly and separately owned subsidiaries and ancillaries, Toronto, Hamilton and Buffalo Railway and Ontario Northland Railway, and employees, 174 (Board established), 313, 595-611 (report of Board and minority report), 854, 984 (settlement reached).

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- Canadian National Steamships (Pacific) Limited, Vancouver, and employees (Canadian Brotherhood of Railway Employees and Other Transport Workers), 1239, 1410 (certification).
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- Canadian Pacific Air Lines, Montreal, and employees (field maintenance and shop), 853, 1102 (certification).
- Canadian Pacific Railway Company, and employees (dining, cafe buffet car employees—Brotherhood of Railroad Trainmen), 35 (report of Board), 175 (settlement reached).
- Canadian Pacific Railway Company (Communications Department), and employees (Commercial Telegraphers' Union—Canadian Pacific System), 314-18 (report of Board and minority report), 855 (settlement reached).
- Canadian Pacific Railway Company (including Quebec Central Railway, a subsidiary), Montreal, and employees (locomotive firemen, helpers, hostlers, and hostlers' helpers—Brotherhood of Locomotive Firemen and Enginemen), 173, 464.
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- Canadian Pacific Railway Company, Montreal, and employees (news agents in train service—Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees), 853, 1102 (application withdrawn).
- Canadian Pacific Railway Company, Montreal (Great Lakes Steamship Service), and employees (on *Assiniboia*, *Keewatin* and *Manitoba*, operating on Upper Great Lakes—Canadian Seamen's Union), 1103, 1410 (representation vote).

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- Canadian Pacific Railway Company, Victoria, and employees (in City Ticket Office—Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees), 853, 983 (representation vote), 1102 (application rejected).
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- Canadian Union Line, Limited, Vancouver, and employees (Canadian Communications Association), 1413.
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- Chateau Frontenac Hotel (C.P.R.), Quebec, and employees (beverage department), 28 (certification).
- Colonial Steamships Limited, and employees (Canadian Seamen's Union), 174, 312 (Board established), 467, 576 (reasons for judgment), 578 (Board dissolved), 1240.

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- County Line, Limited, Quebec, and employees (International Longshoremen's Association), 1239, 1410 (representation vote).
- County Line, Limited, Quebec, and employees (Quebec Longshoremen's Union), 311, 575 (representation vote), 852 (application rejected).
- Cunard White Star, Limited, Quebec, and employees (International Longshoremen's Association), 1239, 1410 (representation vote).
- Cunard White Star, Limited, Quebec, and employees (Quebec Longshoremen's Union), 311, 575 (representation vote), 852 (application rejected).
- Diamond Steamship Company, Limited, and employees (Canadian Seamen's Union), 466, 736 (Board established), 854, 855-60 (report of Board—memorandum of agreement).
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- Francis J. Dinan, Quebec, and employees (longshoremen—Quebec Ship Labourers' Benevolent Society), 465, 852 (application rejected).
- East and West Coast deepsea dry cargo shipping companies, and employees (Canadian Seamen's Union), 1240, 1413-14 (appointment of Board).
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- Eastern Canadian Greyhound Lines, Limited, and Canadian Greyhound Lines, Limited, Windsor, and employees (bus drivers—Western Ontario Bus Employees' Association), 465.
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- Furness, Withy and Company, Quebec, and employees (International Longshoremen's Association), 1239, 1410 (representation vote).
- Furness, Withy and Company, Limited, Quebec, and employees (longshoremen—Quebec Longshoremen's Union), 575 (representation vote), 852 (application rejected).
- Giant Yellowknife Gold Mines, Limited, Yellowknife, N.W.T., and employees (Yellowknife District Miners' Union), 466, 577 (agreement reached).
- Great Lakes Lumber and Shipping Company, Limited, Fort William, and employees (marine officers on boats and alligators—International Brotherhood of Pulp, Sulphite and Paper Mill Workers), 576, 982 (application rejected).
- Great Lakes Paper Company, Limited, Fort William, and employees (engineer officers on tow boats—National Association of Marine Engineers of Canada, Inc.), 576, 853 (application withdrawn).

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- Great Lakes Pulp and Paper Company, Fort William, and employees (marine engineer officers on Tow Boat *Marinette*), 466, 735 (application withdrawn).
- Great Northern Railway Company, Vancouver, and employees (truckers on Vancouver docks), 1411.
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- Island Tug and Barge Limited, Victoria, and employees (masters and mates—Canadian Merchant Service Guild), 575, 735 (application rejected).
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- Kerr-Silver Lines (Canada) Limited, Vancouver, and employees (Canadian Communications Association), 1413.
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- Maritime Towing and Salvage Company, Limited, Halifax, and employees (Canadian Seamen's Union), 1411.
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- W. McCauley, Quebec, and employees (Quebec Longshoremen's Union), 311, 465, 575 (representation vote), 852 (application rejected).
- W. McCauley, Quebec, and employees (longshoremen—Quebec Ship Labourers' Benevolent Society), 465, 852 (application rejected).
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- National Harbours Board, Montreal, and employees (on *Sir Hugh Allan, Glenkeen and Glenada*—Canadian Merchant Service Guild), 465 (application rejected).
- National Harbours Board, Montreal, and employees (engineering department and toll collectors at Jacques Cartier Bridge—Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees), 853 (representation vote), 982 (certification).
- National Harbours Board, Montreal, and employees (Montreal Harbour Staff Employees' Association), 1411.
- National Harbours Board, Prescott, and employees (grain elevator), 853, 1102 (certification).
- National Harbours Board, Vancouver Harbour Railways, Vancouver, and employees (engineers—International Brotherhood of Locomotive Engineers), 29, 173 (representation vote), 464.

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- New Brunswick Broadcasting Company, Limited (Radio Station CHSJ), Saint John, and employees (operators, technicians and engineers—International Brotherhood of Electrical Workers), 312, 465, 1413.
- Northern Alberta Railways, Edmonton, and employees (express messengers and helpers), 28 (certification).
- Northwest Airlines Inc., St. Paul, Minnesota (U.S.A.), and employees (secretary and transportation agent at Edmonton, Alta., Canada), 173, 465.
- Northwest Steamships, Limited, and employees (Canadian Seamen's Union), 466, 576 (reasons for judgment), 577 (Board established), 736, 1240.
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- Ottawa Electric Railway Company, Ottawa, and employees, 466, 577 (agreement reached).
- Ottawa Light, Heat and Power Company, Limited, Ottawa, and employees, 736, 984 (Board established), 1103, 1414 (report of Board and minority report).
- Ottawa Transportation Commission, Ottawa, and employees (street car operators, maintenance men, shop and shed, bus and garage, power house and line department, and track department employees), 1411, 1413.
- Pacific Cable Board, Montreal, and employees (operating and engineering departments—Canadian Communications' Association), 735, 982 (representation vote), 1101 (certification).
- Pacific Great Eastern Railway Company, Vancouver, and employees (Canadian Merchant Service Guild Inc.), 735 (application withdrawn).
- Pacific Great Eastern Railway, Vancouver, and employees (National Association of Marine Engineers of Canada, Inc.), 575, 735 (application rejected).
- Paquet and Sons Limited, Quebec, and employees (Quebec Longshoremen's Union), 311, 575 (representation vote), 852 (application rejected).
- Paquet and Sons Limited, Levis, and employees (longshoremen—Quebec Ship Labourers' Benevolent Society), 465, 575 (representation vote), 852 (application rejected).
- Paterson Steamships, Limited, and employees (Canadian Seamen's Union), 466 (agreement reached).
- Pembroke Electric Light Company, Limited, Pembroke, and employees (Electric Employees' Union), 853, 982 (application rejected), 1239, 1410 (certification).

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- Prescott and Ogdensburg Ferry Company, Limited, Prescott, and employees (masters, first officers, engineers and pursers—Canadian Navigators' Federation), 983, 1239 (certification).
- Prescott and Ogdensburg Ferry Company, Prescott, and employees (ss. *Dubrule* and ss. *Levis*—Canadian Seamen's Union), 1239.
- Prescott and Ogdensburg Ferry Company, Prescott, and employees (Canadian Navigators' Federation), 1413.
- Prince Arthur Hotel (C.N.R.), Port Arthur, and employees, 575, 852 (application rejected).
- Quebec Railway, Light and Power Company, Quebec, and employees (Brotherhood of Locomotive Firemen and Enginemen), 465.
- Quebec Railway, Light and Power Company, and employees (Montmorcency Division—Brotherhood of Maintenance-of-Way Employees), 312, 574 (certification).
- Quebec Railway, Light and Power Company, Limited, Quebec, and employees (Montmorcency Division—Order of Railroad Telegraphers), 312, 574 (certification).
- Quebec Railway, Light and Power Company, Quebec, and employees (Brotherhood of Railroad Trainmen), 465.
- Railway Express Agency, Inc., and employees, 31 (agreement reached).
- Robert Reford Company, Limited, Quebec, and employees (International Longshoremen's Association), 1239.
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- S. H. Rich (C.P.R. coal contractor), Vancouver, and employees (coal chute operators and coalmen), 29, 1101 (certification).
- Saguenay Terminal Limited, Port Alfred, and employees (longshoremen, Ha! Ha! Bay), 465, 735 (application withdrawn).
- Saint John Marine Transports Limited, Saint John, N.B., and employees, 29 (application withdrawn).
- Sarnia Steamships Limited, and employees (Canadian Seamen's Union), 174, 313 (Board established), 467, 576 (reasons for judgment), 578 (Board dissolved), 1240.
- Shipping Federation of Canada, Montreal, and employees (of various shipping companies of Port of Quebec and Levis—Quebec Longshoremen's Union), 29 (application withdrawn).
- Shipping Federation of Canada, Montreal, (various shipping companies), and employees (Quebec Ship Labourers' Benevolent Society), 312.
- Smith Transport, Limited, Montreal, and employees (Transport Drivers, Warehousemen and Helpers' Union, Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers' Union, Brotherhood of America), 1239 (representation vote), 1410 (certification).

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- Stuart Research Service, Limited, Vancouver, and employees (Canadian Seamen's Union), 1240, 1413 (agreement reached).
- Taggart Service Limited, Montreal, and employees (chauffeurs and chauffeurs' helpers), 576, 852 (application rejected).
- Temiscouata Railway Company, Riviere du Loup, and employees (Canadian Brotherhood of Railway Employees and Other Transport Workers), 1413.
- Terra Nova Steamship Company, Limited, Montreal, and employees (on *Empire Ganaway*—Canadian Association of Marine Transport Workers), 28 (certification).
- Terra Nova Steamship Company, Limited, Montreal, and employees (on *Empire Ganaway*—Canadian Navigators' Federation), 28 (certification).
- Toronto Terminals Railway Company, Toronto, and employees (switch tenders—Brotherhood of Railroad Trainmen), 735, 852 (certification).
- Toronto Terminals Railway Company, Toronto, and employees (men's washroom and shoe shine parlour—Canadian Brotherhood of Railway Employees and Other Transport Workers), 736, 982.
- Toronto Terminals Railway Company, Toronto, and employees (women cleaners in Union Station and Canadian National Express Building—Canadian Brotherhood of Railway Employees and Other Transport Workers), 983, 1102 (certification).
- Trans-Canada Air Lines, Winnipeg, and employees (stewardesses, stewards and pursers—Canadian Air Line Flight Attendants Association), 735, 982, (certification).
- Trans-Canada Air Lines, and employees (Canadian Air Line Pilots' Association), 174 (Board established), 313, 1104-21 (report of Board and minority report).
- Trans-Canada Air Lines, Winnipeg, and employees (purser-stewards, stewardesses—Canadian Air Line Purser-Stewards' Association and Canadian Air Line Stewardess Association), 173 (application rejected).
- Trans-Canada Air Lines, Stevenson Field, Winnipeg, and employees (maintenance and overhaul station services and stores departments—International Association of Machinists), 853, 1101-2 (certification).
- Transit Tankers and Terminals, Limited, and employees (Canadian Merchant Service Guild), 575 (representation vote).
- Transit Tankers and Terminals, Limited, Montreal, and employees (on *Transbay, Transream, Transriver and Translake*—Canadian Navigators' Federation), 29, 575 (representation vote).
- Transit Tankers and Terminals, and employees (Canadian Seamen's Union), 467 (Board established), 576 (reasons for judgment).

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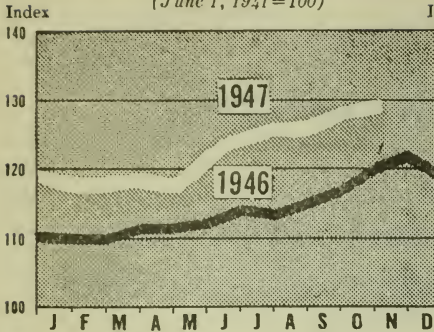
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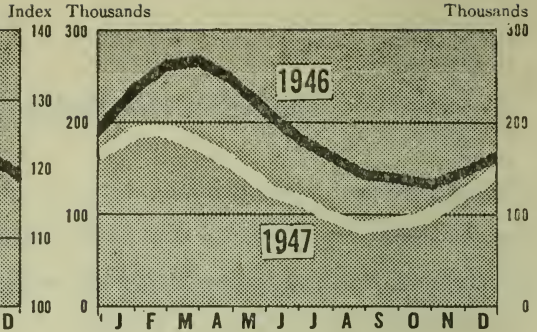
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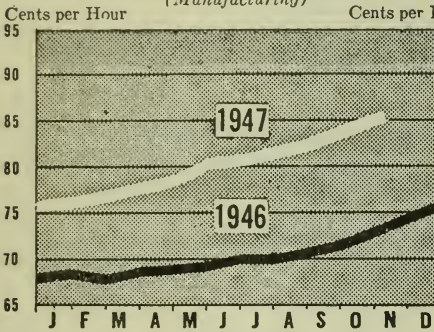
INDUSTRIAL EMPLOYMENT
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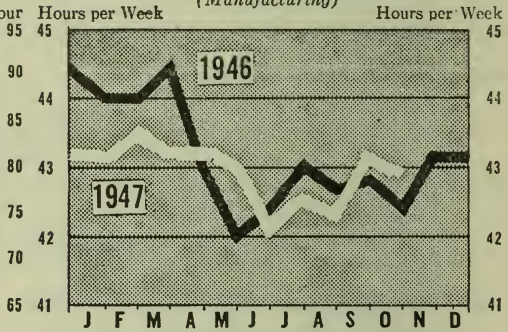
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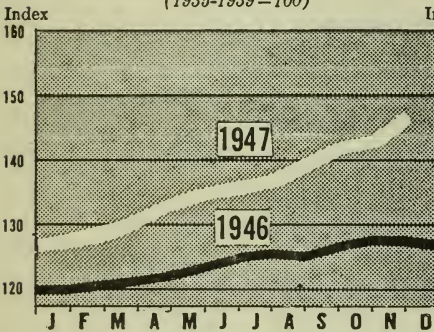
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(Manufacturing)



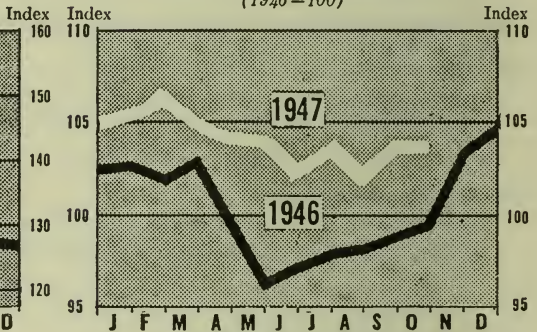
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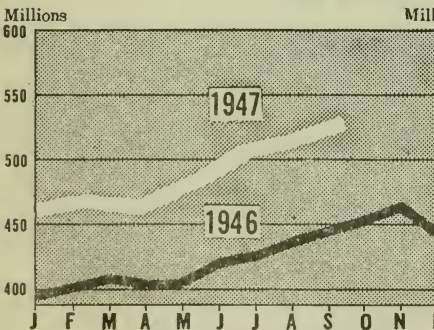
COST OF LIVING
(1935-1939=100)



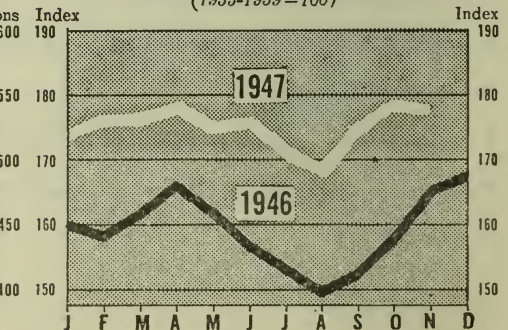
REAL WEEKLY EARNINGS
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LABOUR INCOME



INDUSTRIAL PRODUCTION
(1935-1939=100)



THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

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The Labour Month in Brief

During 1947, all previous levels of employment were surpassed, and the lowest volume of peacetime unemployment on record was registered. An acute labour shortage prevailed throughout the months of seasonal activity, and industrial needs were met only through the geographical movement of workers within the country and selective immigration.

During November the usual seasonal upswing in unemployment occurred, which will continue until the spring. Indications were that this year the seasonal decline in employment was slightly greater than that which occurred during the war years, resembling the pre-war pattern. However the outlook for 1948 was considered promising.

Employment

Total employment in Canada (as estimated in the Dominion Bureau of Statistics quarterly Labour Force Survey), was 4,847,000 during the week ending November

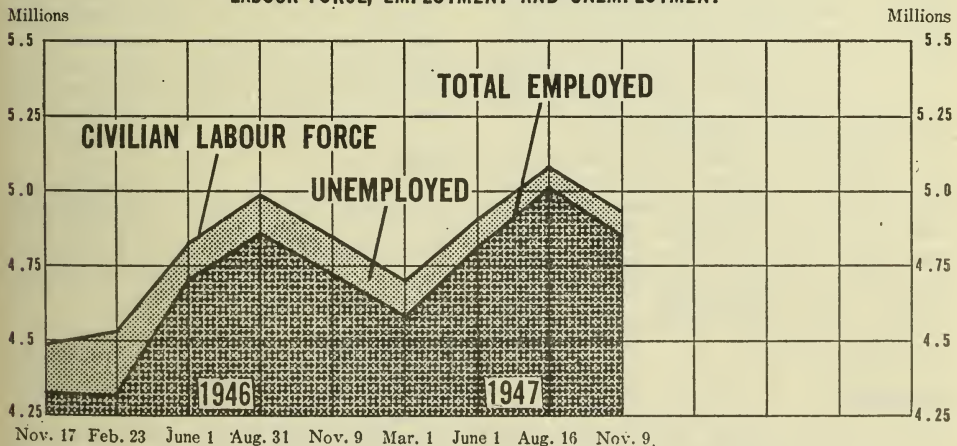
8. This represented a gain of 112,000 since the comparable period in 1946, but a seasonal loss of 160,000 since mid-August when employment topped 5,000,000. The unemployed totalled 87,000 as compared with 73,000 on August 16 and 115,000 on November 9, 1946.

In the eight leading industries covered by the Bureau of Statistics in its survey of employers, employment was at the highest peak at November 1 in the record of 27 years, the index (based on June, 1941=100) reaching 129.3.

The number of job-seekers registered at employment offices, which was less than 100,000 from mid-summer to November 1, began to increase thereafter, reaching 116,574 at December 1, and 142,246 at January 1, 1948. Meanwhile the number of unfilled vacancies declined.

The number of claimants for unemployment insurance benefit also increased during November, the number on the live unemployment register rising during the month from 42,225 to 59,555.

LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT



Industrial Relations

Industrial relations in the field coming under the jurisdiction of the federal Department of Labour were active during the month of December as important developments occurred in shipping, railway transportation and longshoring.

Strike activity, however, was at the lowest level since February, 1946. Preliminary figures for December show 15 strikes and lockouts in existence during the month, involving 3,189 workers, with a time loss of 19,097 man-working days.

The year 1947 witnessed only two serious labour-management disputes—in the meat-packing and coal mining industries; in general, wage increases were negotiated without costly work stoppages. While the number of strikes and lockouts recorded during the year was not much changed from the total in 1946, the number of workers involved was reduced almost by half, and the time loss was more than 2,000,000 days less than in the previous year. Preliminary figures show 219 strikes and lockouts in 1947, involving 77,995 workers, with a time loss of 2,422,332 man-working days, as compared with 228 strikes in 1946, involving 139,474 workers and a time loss of 4,516,393 days.

Cost of Living

The Dominion Bureau of Statistics cost-of-living index, on the base 1935-39=100, rose a further 2.4 points to 146.0 between November 1 and December 1, 1947. The rise in the index since December 1, 1946, was 18.9 points, and since April, 1947, 15.4 points.

The index for food prices recorded a further sharp increase from 173.6 on November 1 to 178.7 on December 1 as dairy products, vegetables and fruits moved higher. There was a moderate decrease in egg prices while meats showed little change. Removal of the sales tax for electricity and gas rates reduced the fuel and light index from 122.6 to 120.3; this was the only budget group to move lower.

Increases in clothing were general, and the index for this group continued upward from 157.0 to 159.3. Home furnishings and services advanced from 151.4 to 154.9 on higher prices for furniture, textile furnishings, electrical equipment and hardware. The miscellaneous items index mounted from 118.2 to 119.8, while rents remained at 119.9.

Earnings

Earnings continued their uninterrupted rise. Weekly earnings of wage earners

in manufacturing at the beginning of November averaged \$36.34, as compared with \$30.91 a year previously and \$30.79 at V-J Day. Steady wage increases and employment shifts to higher-paying industries accounted mainly for the upswing. Real earnings (earnings computed in relation to the cost of living), however, presented a less optimistic picture. The index of average real weekly earnings stood at 103.5 (average 1946=100) at November 1, having been at the same level a year previously, and at V-J Day, 104.5. (In the accompanying charts on real weekly earnings and weekly hours, statistical adjustments have been made for weeks in which holidays occurred.)

Labour Income

A total of \$530 million was received by residents of Canada in wages, salaries and supplementary labour income in September, 1947. The figure was \$13 million higher than the corresponding total for August, and \$84 million, or 19 per cent higher, than in September, 1946.

For the first nine months of 1947, labour income amounted to \$4,404 million. This is about 18 per cent more than the corresponding total for the same period of last year.

A comparison of the 9-month totals shows that larger payments of wages and salaries were made in almost all industries. Labour income to the end of September in the construction and logging industries was almost 40 per cent higher this year than in 1946. The manufacturing, electric power, trade and transportation industries paid out between 15 and 20 per cent more in wages and salaries. Somewhat smaller gains were registered in all other industries, except agriculture and fishing. In these industries labour income payments have so far been considerably lower than last year. However, the monthly wage rates for farm help are almost 9 per cent higher this year than last.

Hours

Average hours worked in manufacturing have shown little change in the past year. They declined from 43.1 in the week of October 1 to 42.9 in the week of November 1, having been 42.4 in November, 1946.

Production

Reflecting the larger working force, industrial production advanced to a peacetime high during October, the preliminary index (average 1935-39=100) reaching 179.6.

NOTES OF CURRENT INTEREST

Changes in Labour Gazette With this issue the LABOUR GAZETTE is presenting its information on labour and industrial matters in a new arrangement designed for the dual purpose of effecting a saving in the space requirements of certain sections and also of giving a more orderly and attractive alignment of material.

In so doing the essential features are being retained, and it is hoped also that the new arrangement will permit the extension of the informative features of the periodical to include even more research material in conformity with present-day labour economic developments.

As announced previously, the subscription price is being increased to one dollar per annum to general subscribers with a special group rate of 50 cents per annum to accommodate the requirements of trade union locals, students, and companies wishing to subscribe for their staffs.

The issue now begins with a summary of employment and industrial conditions entitled *The Labour Month in Brief*, which is illustrated by graphs showing statistical trends. This is followed by *Notes of Current Interest* and articles of special importance. The section on *Industrial Disputes and Conciliation* contains a new feature, a survey of developments in that part of the industrial relations field which is within federal jurisdiction.

Following the regular monthly articles on *Collective Agreements*, *Unemployment Insurance* and *Labour Law*, comes an analysis of *Current Employment Conditions*, which is based on reports from the National Employment Service, the Dominion Bureau of Statistics, and other official sources.

Other reports follow, and the issue concludes with a section entitled *Labour Statistics*, in which all the regular monthly or quarterly tables on employment, hours, earnings, prices, strikes and lockouts, etc., are placed together for purposes of easy reference.

This issue is designated the January-February issue; the March issue will appear in one month's time.

New Year's message of Minister of Labour The Hon. Humphrey Mitchell, Minister of Labour, issued the following New Year's message to the workers of Canada:—

"Just as we are beginning another new year, the third following the world's most

disastrous war, I wish to extend to the workers of Canada my very best wishes and to express my hope that they and their families will find a full measure of happiness.

"While I use the pronoun 'they', it has a wider meaning, for we are all workers, whether employed in the factory, on the farm, in transportation, in the mines, in stores or offices, all doing our part to make this a better country.

"We have been fortunate since the war ended when we compare our lot with the privations and instability of millions of other persons elsewhere in the world. We have had high employment and we have not lacked good nourishing food. We have been able to partake of the pleasures of life; above all, we have had freedom which is the most precious of all our privileges, so we can all be very thankful for the past as another year begins.

"However, we have not wholly escaped the world-shattering dislocations of the war, and we are finding now that more is expected of each of us to meet problems which are due to unfavourable trade balances and monetary exchange difficulties affecting our vitally essential export trade.

"I am confident that all citizens will whole-heartedly share in shouldering the obligations presently resting upon us. It will require understanding, patience, industry and self-sacrifice. Above all, we must have unity and I want to emphasize particularly the importance of amicable relations between labour and management.

"In Great Britain they are now more optimistic because of increased production and they see a silver fringe on the horizon. We, too, must unite in greater production. Our goods are urgently needed abroad and we must supply all we can so that other countries may be rehabilitated.

"In an impoverished world, of course, no country can remain prosperous. We depend for much of our economic well-being upon the purchase of our goods by many other countries. At the same time the best way in which we can properly match incomes and prices of the things we need in our daily lives is by increased output.

"Knowing the workers of Canada as I do, I am satisfied in my own mind that they will play an effective part in meeting the challenge of this time."

**New Year's
messages of
labour leaders**

Canadian labour leaders in their New Year's messages expressed their confidence in the future of Canada and declared that the organized labour movement throughout the world is developing in such a manner that it will be able to play an increasingly important part in the tasks of reconstruction.

Mr. Percy R. Bengough, CBE, President of the Trades and Labour Congress of Canada declared that "the vast majority of the working people of Canada are loyal Canadians who value Canada's democracy and democratic institutions." He did not feel, however, that democracy was working most effectively "as long as we have fear and want still the lot of many Canadians." "There are," he continued, "faults in our Canadian way of life. Let us recognize them and rectify them. The best contribution we can make to our democracy is a little more team-work on the part of all Canadians, both on the outside and inside the Government." He declared that "we do not want any form of dictatorship. We value freedom and all that it implies, including the right to take issue with our governments for delaying the introduction of much needed laws to give more protection to our sick and aged." Concluding, he said that the TLC set a high value on the freedoms that Canadians have inherited and would "do all in its power in 1948 to prevent their abuse."

Mr. A. R. Mosher, President of the Canadian Congress of Labour, declared that it was "not unreasonable to expect that during the New Year some definite advance will be made toward the attainment of world peace and toward the solution of many of the other national and international problems which occupy so much of our attention during these days of stress and strain." There is, he said, a growing understanding of the nature of Canada's problems and it is of great importance that "we should continue our endeavours to find solutions for them." He felt that the relationships between various groups and classes of Canadians was definitely improving and that the organized labour movement was being recognized as having a valuable function to perform. "Labour," he said, "is primarily interested in human well-being and will gladly work with all other institutions which share its aims and aspirations."

Mr. Gerard Picard, President of the Canadian and Catholic Confederation of Labour, in his New Year's message, referred to the "progress and expansion" of the

Confederation during 1947 and declared that it faced 1948 with confidence and with the hope that "the dignity of labour will be protected . . . by true democracy based on justice and charity." He directed attention to the contributions made by the workers in winning the war, but regretted that "the standards of peace were slow in appearing."

Mr. Picard urged that spiritual values should have precedence over the material, but that the latter should not be ignored. "Let us look at things the way they are," he said, "not with discouragement, but for further stimulation in the pursuit of our ideal."

**Progress in
dealing with
problem of
older worker**

In announcing a sharp reduction during 1947 in the numbers of unemployed workers in the older age group registered with National Employment Service, the Hon. Humphrey Mitchell stated on January 6, that although "the older worker picture" was brighter today than it was a year ago, the problem had not been solved, but rather a vigorous start had been made during the year towards its solution.

The Minister explained that although the number of unplaced job applicants 45 years old or older had dropped in October, 1947, to the lowest point since the end of the war, nevertheless the percentage of older persons in the unemployed group had increased by October to the highest point since the end of the war. The basic problem—employers' preference for younger workers—was still with us, even though the total number in the over-age unemployed group had been reduced through intense placement activity by the National Employment Service in co-operation with other groups interested in the problem, and through the natural beneficial effects of the tight labour market, which occurred in the latter half of 1947, the Minister said.

(An article entitled *The Problem of the Older Worker* appeared in the September issue of the *LABOUR GAZETTE*, p. 1251.)

At October 30, 1947, unplaced applicants registered with the National Employment Service in the "over 45" category totalled 27,466, about 12,000 fewer than in October, 1946. At the same date, unplaced male applicants 45 years of age or over constituted 36.6 per cent of all male unplaced applicants as compared with 30 per cent one year ago.

The Minister stated that the most promising feature of the older worker

question was the great interest which had been aroused in the problem during 1947 throughout the country.

"Due to the combined efforts of the Department of Labour, the National Employment Service, the Department of Veterans Affairs (working on behalf of older veterans), employer organizations, and the excellent co-operation of newspapers and national magazines there is now a general realization of the seriousness of the problem which must ultimately result in progress towards its solution," Mr. Mitchell said.

"It is now generally understood that adverse effects only can follow the elimination of a part of the Canadian working force from production, from the consumer market, and from among those who must carry the weight of taxation, and more people are working today to alleviate employment difficulties of our unemployed senior citizens than ever before," the Minister said.

"Rand formula" in collective agreements at General Motors

Collective agreements which came into effect in November between General Motors of Canada Limited and the United Automobile Workers, covering about 4,500 employees at Oshawa and Windsor, provide for the "Rand formula". (See p. 48.)

Devised by Mr. Justice I. C. Rand as arbitrator in the dispute between the Ford Motor Company and the Automobile Workers in January, 1946 (L.G., Jan., 1946, p. 123), this formula has been incorporated into a number of collective agreements both in Canada and the United States. Essentially, it provides for the compulsory check-off of union dues from the wages of all employees in the unit to which the agreement applies, whether or not they are members of the union. It does not apply to initiation fees or special assessments relating to special union benefits. The check-off may be suspended for specified periods should the union call a strike without authorization of employees obtained through the required government supervised secret ballot or should the union not repudiate any unauthorized strike of any group of employees and any picket line set up in connection therewith.

Information as to the extent to which the Rand formula has been incorporated subsequently into various collective agreements, either completely or in a modified form, has not been compiled. Of the known cases, the great majority are in the metal products manufacturing industry, in-

cluding the Chrysler Corporation as well as Ford and General Motors among the automotive firms.

The seniority provisions of this same agreement between General Motors and the UAW with regard to lay-offs "are designed to give employees an equitable measure of security based on their length of continuous service with the company". An interesting feature of this plan is the provision that in case of temporary lay-offs which will exceed three weeks, the plant negotiating committee of the union and the management will meet immediately to determine the method by which the laid off regular employees shall be absorbed.

Arrival of Displaced Persons during December

The Hon. Humphrey Mitchell, Minister of Labour announced on December 15 the allocation of 856 men and women recently arrived from the Displaced Persons Camps

of Germany.

The occupational breakdown was stated to be as follows:—

Domestics, 109; garment workers (mostly for employment in Toronto and Montreal), 82; miners (for Northern Ontario and Quebec mines), 230; railroad maintenance workers, 175; heavy labour, Ontario Hydro developments (Chalk River, Ont.), 92; near relatives, 168. (Under the plan for the movement of Displaced Persons to Canada, provision is made for residents of Canada who have relatives in many parts of Europe to arrange through the immigration authorities for them to come to Canada, provided they are in good health and of good character.)

Few Polish veterans break farm agreements

In a statement issued on December 22, Mr. Arthur MacNamara, Deputy Minister of Labour, announced that certain difficulties which had recently faced the Farm Labour Services in connection with the placement of Polish veterans on Canadian farms had been overcome.

In the fall of 1946, 2,876 Polish veterans were brought to Canada to work on farms. As the shortage of farm labour continued into the spring of 1947, a further group, totalling 1,651, was brought to this country.

According to a pre-arranged agreement, all these veterans signed an undertaking to remain in agricultural employment for a period of two years from the time of their arrival. However, farmers preferred that the contract between the Polish

veteran and themselves should be for a period of one year, subject to renewal for a further 12 months if the arrangement was satisfactory to both parties.

In November of this year the first group of veterans had completed one year in agricultural employment and agricultural officials had to arrange for the renewal of contracts or, in the case of those veterans who wished to be employed on different farms, to make plans for the second year of their undertaking. In addition, there were 500 veterans who had arrived in Canada this spring who had been employed in sugar beet operations during the summer months and who were released from that work and had to be placed on farms.

Approximately 3,300 veterans were involved in this transitional period and only a few of these failed to renew their agreement with their farm employers or accept the new farm jobs made available to them. Those who failed to comply with the terms of their undertaking are being followed up and will be returned to agricultural employment as soon as possible.

"In Alberta, where the problem of finding suitable farm jobs is particularly difficult at this time of year, our Farm Labour officials report that excellent progress is being made and that practically all of the veterans who are at present working in other industries will have been returned to farm employment within a fortnight," said Mr. MacNamara.

"The greatest problem which has to be faced arises from 34 veterans who have shown little or no respect for the undertaking given by them and who have left the farms on which they were employed without permission of the farmer or the Minister of Labour. It is felt that outside influences which have little regard for the welfare of the veterans, the farmers, and the Dominion as a whole, have been responsible for their delinquencies. It is hoped that these veterans who have left the farm without permission will immediately consider the seriousness of their position and agree to fulfil their undertaking.

"We are satisfied that the plan as a whole has been an outstanding success and that the Polish veterans generally wish to fully honour the undertaking given by them", continued the Deputy Minister. "The small number of defaulters does not materially detract from the general success of the program."

It is not the intention to in any way alter the undertaking which these veterans signed prior to coming to Canada.

Dominion-Provincial Farm Labour Conference

Convened by the Agriculture, Forestry and Fisheries Division of the Federal Department of Labour, the fifth annual Dominion-Provincial Farm Labour Conference was held in Ottawa, December 4 and 5, 1947.

The Minister of Labour, Hon. Humphrey Mitchell, the Minister's Parliamentary Assistant, Mr. Paul E. Cote, the Deputy Minister of Labour, Dr. Arthur MacNamara, Mr. A. H. Brown, Assistant to the Deputy Minister, Mr. W. K. Rutherford, Director, National Employment Service, and a number of other officials of the Federal Departments of Labour and Agriculture attended the Conference. The United States Employment Service was represented by Mr. C. Vernon Freeman of the U.S. Department of Labour. Every province in the Dominion was represented by officials who have supervision of the movement and placement of farm workers in their respective regions: Mr. W. W. Dawson, Acting Director, Agriculture, Forestry and Fisheries Division, Department of Labour, Ottawa, presided.

In his address to the Conference Mr. Mitchell commended "the spirit of co-operation which had existed between the Dominion and the provinces in the ever-changing problems connected with the movement of farm workers." This co-operation was especially noteworthy during the war, he said. More recently "our crops could not have been harvested without it, our food production level could not have been maintained and our great export commitments of food to hard-pressed Europe could not have been fulfilled," the Minister said.

Dr. Arthur MacNamara likewise commended the co-operative efforts of the Dominion and the provinces during the past eight years. He stated too, that the work of the National Employment Service had provided a valuable liaison service for the various regions and pointed to the success met with in placing Polish veterans on Canadian farms as one illustration of what had been accomplished.

Reports were presented to the Conference by each of the nine provincial directors of farm labour, covering the work for 1947. These reports gave details of the movement of farm labour during the year.

Mr. W. C. Holly of the Office of Labour, United States Department of Agriculture presented a brief review of the United States farm labour situation. He predicted that the demand would be as great in 1948 as it was in 1947. He stated, however, that there would be more domestic

help available but that the United States hoped that Canada would again provide workers to assist in harvesting operations in the United States next summer.

Costs and revenues of Canadian coal mines

The Dominion Coal Board has issued a series of statements on the operating costs and revenues of Canadian coal mines during the years 1943 to 1946.

During 1946, the Board states, productive efficiency showed improvement over 1945, although only two areas operated at a profit, namely, Saskatchewan and the bituminous mines of Alberta. A consolidation for Canada indicates a loss of 43 cents per ton in 1946, as compared with 53 cents in 1945.

Costs per ton increased from \$4.16 in 1943 to \$4.99 in 1946, the main item of cost, labour, rising from \$2.40 per ton to \$3.07.

The average number of tons produced per man-day is not given for 1943, but was 2.48 in 1944, 2.54 in 1945, and 2.67 in 1946.

Variations in production and costs occurred as between the different areas, where production conditions vary. Thus in 1946 the cost per ton in Saskatchewan, where a large tonnage is produced by stripping, was only \$1.47, whereas in Alberta bituminous mines it was \$3.70, and in Nova Scotia, \$7.59. Tons produced per man-day were 14.51 in Saskatchewan, 4.10 in Alberta, and 1.64 in Nova Scotia.

(A recent increase in production in Nova Scotia in connection with a wage increase to the miners was noted in the December issue of the *LABOUR GAZETTE*, p. 1753.)

Direction of labour to essential work in Britain

Although the purpose of the Control of Engagement and Registration for Employment Orders is the direction of labour to jobs on essential work, the British Minister of Labour and National Service has announced that workers will be given as wide a choice as possible of available essential work, and directions will be issued only if workers insist on taking unessential work or none at all.

The Control of Engagement Order, 1947, issued on September 18 under the Defence Regulations, 1939 (which have been continued in force by the Supplies and Services Acts, 1945 and 1947), came into effect on October 6 and will remain in force until the end of 1948. The Order covers, with certain exceptions, men aged 18 to 50

inclusive and women aged 18 to 40 inclusive. An employer may not engage or seek to engage any worker to whom the restrictions apply except through an Employment Exchange or Appointments Office of the Ministry of Labour and National Service or through an Employment Agency approved by the Minister for the purpose. Workers must also obtain employment through these offices.

Certain classes of persons are exempted from the above requirements. They include casual workers employed otherwise than for the purpose of the employer's business, women with children of their own under 15 living with them, persons holding temporary permits or exemption certificates from the Minister, and members of the Armed Forces and Women's Services during the period of their paid resettlement leave.

Without resort to the employment exchange, persons normally employed in agriculture or in coal mining can move between jobs in such industries and persons outside them may be hired in these industries. Certain types of work can also be taken without reference to a Local Office, including employment as registered dock workers, employment at sea or in fishing, part-time employment for not more than 30 hours weekly, and employment in a Police Force or in a managerial, professional or administrative capacity.

In outlining the general rules which will govern the direction of labour to employment, the Minister of Labour and National Service stated that the best possible use will be made of skill and experience and that applicants should be found work with the minimum of delay. A direction will remain in force for a limited time, normally six months, and after this period the worker is free to leave his employment unless a further order is issued. Single men and women without family responsibilities will be offered employment within daily travelling distance if possible, and if not, they will be offered jobs on essential work in other districts, provided suitable accommodation is available. Any worker to whom a direction to employment is issued will be given an opportunity of appealing to the Local Appeal Board against the order. The interests of directed persons are safeguarded, as to wages, by the provision in the Defence Regulations that "the rate for the job" must be paid and "standard conditions" observed, and, as to the jobs, by protection against dismissal and by access to the National Service Officer and Local Appeal Board in case of dissatisfaction on either side.

A system of employment priorities has been worked out under which First Preference will be given to: (a) vacancies in certain specified industries or services which are very important and which are, in general, undermanned, including agriculture, coal mining, iron and steel, and certain of the principal export industries such as cotton and wool textiles, pottery and others, as well as domestic service in hostels and canteens for workers in these industries; (b) vacancies in classes of very important work where there is no general shortage of labour or where the work concerned is normally only part of the output of the individual undertakings and where, therefore, the undertakings have to be individually identified and notified to Local Offices, including those whose products and services are used in developing atomic energy, manufacturing refractories, brick and tile-making, construction of power stations, and the manufacture, repair and maintenance of certain plant or equipment; (c) vacancies in other individual undertakings where the Regional Controller of the Ministry of Labour considers that essential work is likely to suffer from a shortage of a small number of workers.

General guidance is given to Local Offices on what is to be considered essential work, but decisions on individual vacancies will be made by the Local Offices having regard to such guidance, to the national situation and the nature of the vacancies. Generally, it is to be assumed by the Offices that the output of the manufacturing industries is required either for export or for essential use, that the construction industries should not expand further at present, that fishing, food processing, mining and quarrying, laundries, and domestic work in hospitals and in other institutions and in houses in special circumstances, are essential, that the operation of public utilities is essential but not their showrooms, and that certain jobs are essential in catering, garages, hotels, food and fuel distribution, and the distribution of supplies to agriculture.

The Registration for Employment Order of November 11, which took effect on December 8, enables the Minister to require by public notice or by other means, any person between 18 and 51 years of age (41 in the case of women) whether a worker or person carrying on an undertaking, to register particulars concerning himself and his occupation or undertaking, as the case may be. This Order is designed to acquaint the Government with the fields from which labour can be drawn and directed to essential work. Public notices

will be of three classes. The first will require street traders to register, the second will cover persons not gainfully employed, and the third will deal with certain specified undertakings.

AFL seeks to raise funds to further political and economic aims

In order to finance the activities of the Educational and Political League set up at its annual Convention last October (L.G., Dec., 1947, p. 1774), the American Federation of Labour, at a special meeting of the presidents of affiliated unions held in December, decided to appeal to each of its members for a contribution of at least one dollar. The AFL membership, as announced at the Convention, totals approximately 7½ million workers, and an objective of about \$8,000,000 has therefore been set.

One of the purposes of the Educational and Political League is to disseminate information concerning the attitude of candidates for elective office, with particular reference to the political and economic policies of the AFL. The principal objective of the AFL in this field, as set forth at the Convention, is the repeal of the Labour-Management Relations Act of 1947, commonly known as the Taft-Hartley Act.

Contributions are to be sought from members on a voluntary, individual basis in view of the prohibition in the Act on expenditures by labour organizations for federal political campaigns.

New York legislature studies problems of older workers

"Problems of the aging" were studied by a committee of the New York State legislature during the autumn. Approximately 1,000 employers—large and small—responded to questions. It is stated in the *New York Times* of December 10, that "they reached the overwhelming conclusion that old employees—from a dollars and cents point of view alone—are an asset and not a liability." In the opinion of the employers questioned, "old persons are more experienced, more conscientious and less distracted than younger workers." Further, "older workers were considered to be more loyal, absent less and as productive as their juniors."

In the face of findings such as these the committee's report states that "the big job ahead is for industry to do a personnel engineering job on its older workers so it will know exactly what kinds of jobs the

elderly can perform best." It is pointed out that "this involves not only the scientific testing of old folks, but also a breakdown of the duties of the thousands of different jobs in industry."

The committee found that three out of four employers queried believed older workers produced as much as younger ones; only one out of eight thought youth had the edge when it came to productivity. Seventeen per cent thought older workers were more loyal and conscientious than their younger employees, while 80 per cent considered them equally as loyal.

United Mine Workers break with AFL

The United Mine Workers of America on December 12 severed connection with the American Federation of Labour. This action came less than two years after the Mine Workers had rejoined the AFL, from which they had broken originally in 1935. The membership of the union, under the presidency of John L. Lewis, is approximately 600,000.

At the San Francisco Convention of the AFL last October Mr. Lewis had differed sharply with the other members of the Executive in regard to policy in combating the Taft-Hartley Act. His views being rejected by the Convention, Mr. Lewis declined to stand for re-election to the Executive.

ILO survey shows decline in unemployment in most countries

Unemployment in most countries during the latter half of 1947 fell below the levels of the corresponding period of 1946, according to a survey of the unemployment and employment statistics of 28 countries made by the International Labour Office at the close of the year.

Employment indices for all industry and manufacturing industry reached higher levels during the summer and autumn of 1947 than during the same period in 1946. The only exceptions were Palestine, and Sweden.

The ILO survey shows 16 countries with decreasing numbers of unemployed, and 7 countries with slight increases.

In the United States, at the end of October, 1947, there were 1,687,000 unemployed, constituting 2.8 per cent of the entire labour force. This compares with an average of 2,270,000 for the year 1946, or 3.9 per cent of the labour force.

In the United Kingdom, the number of insured workers registered as unemployed—including the wholly unemployed and those affected by temporary stoppages of

work—was over 260,000 at the end of September, 1947, compared with over 400,000 at the end of 1946.

In France there were 38,000 persons registered for work at employment exchanges at the end of August, 1947, compared with an average of 55,000 registered during 1946.

The number of unemployed persons registered at employment exchanges in the American Zone in Germany was a little over 300,000 at the end of July, 1947, compared with 416,000 one year earlier. In the British Zone almost 225,000 persons were registered at employment exchanges at the end of August, 1947, compared with almost 318,000 one year before. The number of unemployed for the four zones of Germany combined was 886,000, or 3.1 per cent of the labour force, at the end of June, 1947, with the corresponding figures being 1,412,000 and 5.5 per cent one year before.

In Australia the number of persons receiving unemployment benefits was 6,200 at the end of June, 1947, a slight decrease from the corresponding month of 1946; while in New Zealand, the number registered at labour exchanges was down to 86 at the end of October, 1947, compared with 214 registered one year earlier.

As an indicator of unemployment in Canada the ILO used the quarterly labour force survey of the Dominion Bureau of Statistics (a summary of which is published regularly in the *LABOUR GAZETTE*). This showed that at the end of August, 1947, unemployment was down to 73,000, or 1.4 per cent of the labour force, as compared with 115,000, or 2.4 per cent of the labour force, for November, 1946.

Other countries showing an improved situation in 1947 were Ireland, Belgium, the Netherlands, Norway, Sweden, Austria, Switzerland, Bulgaria and Rumania.

On the other hand in Italy the number of unemployed persons registered at labour exchanges was 1,870,000 at the end of September, 1947, compared with 1,860,000 in September, 1946.

Increases in unemployment also took place in Palestine, Hungary, Finland, Chile, Puerto Rico and Denmark.

Anti-sabotage and strike control bill in France

Recent newspaper reports describe the strike control and anti-sabotage measures passed by the French National Assembly on December 4. The main purposes of the laws were to settle the strikes in France which, according to estimates by members of the Government, had

tied up 60 per cent of the nation's production; and to check sabotage, which the Minister of Transport declared had occurred in numerous places in railway transportation. The number of strikers was estimated at about 2 million workers.

Under the new laws the use of fraud, threats or violence to start, prolong or spread strikes, will be punishable by fines up to 400,000 francs (\$4,000) and maximum five year prison terms. Authorization is given for the mobilization of 80,000 reservists for strike police duty and the maximum prison sentence for sabotage is raised from six months to ten years and fines are fixed at one million francs (\$8,000).

Strikes outlawed under new Greek law

A recent Associated Press dispatch reports that as of December 8, all strikes were outlawed in Greece under legislation which authorizes military courts to impose penalties ranging from six months' imprisonment to death. The report states that the government will continue the legislation until the Leftist rebellion in Northern Greece has been crushed.

Trade union membership in Switzerland

Membership in the Swiss Federation of Trade Unions, which in 1944 accounted for about two-thirds of organized labour in Switzerland, rose from 226,000 in 1938 to about 380,000 in 1947, according to a report in the December issue of *Labour Abroad*, published by the United States Department of Labour.

The Non-Manual Workers Federation with a membership of 67,561 in 1945, is the most important group of unions not affiliated with the large Federation. As in other continental European countries, denominational trade unions have been formed; in 1945, the Catholic Federation had a membership of 46,667 and the

Protestant Federation had 17,483 members.

The Public Service Federation represented 89,500 members among civil servants and state-run enterprises in 1945. Most of its affiliates, notably the large Railwaymen's Union and the Civil Servants' Union, are also members of the large Federation.

Health regulations for British pottery industry

Special Health Regulations for the pottery industry in the United Kingdom were made under the Factories Act on October 7 by the Minister of Labour and National Service. The Regulations were issued first in draft form in February, 1946. Designed to lessen the health risk in using glazes containing lead and using ground or powdered flint or quartz in the manufacture or decoration of pottery, the Regulations prohibit the use of glazes other than "leadless" or "low solubility" glazes and restrict the use of ground or powder flint or quartz.

Different provisions of the Regulations are to come into effect on different dates so as to afford time for the necessary adjustments. One year is allowed factories making pottery other than glaze tiles, and two years, establishments producing the latter. After three months, ground or powdered flint or quartz may not be used in the operations listed in the order. However, these materials may be brought in if they are kept in sealed containers, and may be subjected to any process that is effected by mechanical means and that is carried on in an enclosure in which no person is employed and which is so constructed and ventilated as to prevent the escape of dust into any place where persons are employed.

In the *LABOUR GAZETTE*, November, 1947, Draft Health and Welfare Regulations for the Pottery Industry were summarized. These, subject to revision before final approval, deal with the suppression of dust, medical examinations, and other matters.

This is the second of a series of articles on seasonal fluctuations of employment in various industries, prepared by the Research and Statistics Branch, Department of Labour. The first, dealing with the automobile industry, appeared in the *LABOUR GAZETTE* for March, 1947, page 287.

SEASONAL VARIATIONS OF EMPLOYMENT IN THE AGRICULTURAL IMPLEMENTS INDUSTRY

The average worker in the agricultural implements industry before the war was employed ten months out of the year. The pattern of employment in this industry is shaped by the fact that farmers purchase their equipment in the spring and early summer, a practice arising out of the nature of farming operations. The farm machinery industry has already adopted certain practices conducive to steadier employment throughout the year; others are examined in this article.

The production of agricultural implements is one of the oldest manufacturing processes in Canada. Its early history dates back to the first half of the 19th century when Canada followed the trend of farm mechanization already begun in the northern parts of the United States during the American Civil War. A similar combination of circumstances in both countries, namely, the high price of wheat, a scarcity of farm labour, and the availability of large tracts of cleared land, stimulated the need for labour-saving farm machinery and prepared a ready market for the agricultural implements industry in its early stages.

By 1921, over 9,000 workers were employed in plants producing farm implements. Employment in 1929 averaged about 11,000. Since the demand for the products of this industry, however, is almost completely determined by economic conditions in agriculture, and since agricultural prosperity undergoes wide variation, the farm implements industry itself experiences extensive changes in the volume of its activities. Accordingly, employment had dropped to 5,000 by 1935, and had only reached 7,000 by 1940. The war years, however, saw operations in the industry at a capacity level and employment averaged 14,000 in 1943 and 1944. Since the war ended, there has been little change from this peak level.

At first, most of the agricultural implements companies in Canada were "short or limited-line" firms producing for short seasons followed by short seasons of sale. These "short line" companies concentrated on a limited range of products, such as

ploughs or harvesting machinery. As the installation of labour-saving machinery in factories became more elaborate and expensive, however, it was necessary to keep it more fully employed to spread overhead costs. This led to the development of "long or full-line" companies which produced a relatively full complement of implements and machines. This production policy has been conducive to steady employment for the workers in the industry.

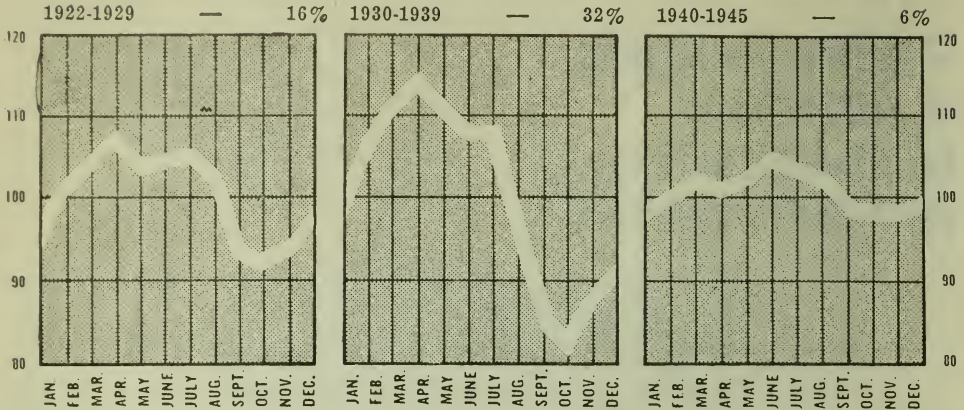
In comparison with an industry such as automobile manufacturing, where the average worker was employed for only six to seven months of each year prior to 1939, the effect of seasonality on production, employment, and earnings in the agricultural implements industry was not serious. Before the war, the average worker in the latter industry was employed at least ten months out of every year. Nevertheless, the seasonal fluctuations in the industry are substantial enough to merit some attention.

Degree of Seasonality

For the purpose of this study, seasonal indices were computed for three different periods—the 'Twenties, the 'Thirties, and the war years. During the first period, 1922-1929, there was a total range of variation of 16 per cent about the average level of employment. At that time, employment showed an average seasonal rise of 7 per cent and an average seasonal decline of 9 per cent. The second period, 1930-1939, witnessed a substantial increase in the range of variation when it rose to

RANGE OF SEASONAL VARIATIONS IN EMPLOYMENT

Agricultural Implements Industry



32 per cent—an average increase of 15 per cent and an average decline of 17 per cent. During the war years, seasonality tended to disappear. At this time, 1940-1945, the range was only 6 per cent—an average increase of 3 per cent and an average decrease of 3 per cent.

A matter of interest in any study of this nature is the volume of seasonal unemployment. Seasonal unemployment in any month is measured by the difference between employment in the particular month and at the seasonal peak. During the years 1922-1929, the lowest level of employment on the average in the farm implements industry was 15 per cent⁽¹⁾ below that at the peak. This meant that approximately 1,400 of the more than 9,000 workers in the industry at its average peak were seasonally unemployed in the slackest period. From 1930-1939, the lowest level of employment on the average was 28 per cent below that at the peak. In other words, about 1,600 of the peak number of 5,700 workers were unemployed at the slackest time as far as this industry was concerned. The number of workers seasonally unemployed in the second period would have averaged about 2,600 had the total volume of employment in the industry equalled that of the first period. From 1940-1945, the lowest level of employment on the average during each year was 6 per cent below the peak employment of 11,700. This meant that only 700 workers were unemployed in the slackest time.

⁽¹⁾ This percentage differs from that of the range of variation since the bases of comparison are different. The range of variation is measured about the average level of employment whereas the volume of seasonal unemployment is measured from the highest level of employment.

Average seasonal indices of employment in this industry⁽²⁾ are presented in Table I.

Table I—Average Seasonal Indices of Employment in the Agricultural Implements Industry

(Source of Original Data: Employment and Payrolls Branch, Dominion Bureau of Statistics)

	1922-29	1930-39	1940-45
Jan. 1.....	94.5	98.0	97.6
Feb. 1.....	100.8	106.6	99.4
Mar. 1.....	104.6	111.6	101.5
Apr. 1.....	107.1	114.7	100.5
May 1.....	104.4	110.3	101.4
June 1.....	104.5	107.3	103.3
July 1.....	105.8	107.6	103.0
Aug. 1.....	102.6	97.6	102.2
Sept. 1.....	93.7	85.0	98.2
Oct. 1.....	91.3	82.7	97.1
Nov. 1.....	93.4	88.2	97.2
Dec. 1.....	97.3	90.4	98.6

Pattern [of] Seasonality

In the first period, 1922-1929, employment commenced its seasonal upswing during October and continued to rise until a peak was reached in the following March. Em-

⁽²⁾ In studying seasonal fluctuations of employment in any industry, the first step must be to calculate seasonal indices by some method. In Table I, "normal" seasonal indices have been calculated from the employment data of the Employment and Payrolls Branch, Dominion Bureau of Statistics. The method has been to compute a centered 12-month moving average and then to express the original data as a percentage of the appropriate centered moving average figure. These percentage deviations were then arrayed by months. Three different periods, within each of which the seasonal pattern was fairly consistent, were observed. For each of these periods, a modified mean of the percentage deviations was calculated and this mean was multiplied by a correction factor in order to arrive at a final "normal" or average seasonal index for the period.

ployment then fell slightly until early July, after which it dropped more rapidly to a seasonal low in October.

During the second period, 1930-1939, the seasonal pattern remained relatively the same, with a peak in early March and a trough in early October, but there was a marked increase in the amplitude of variation from peak to drop.

In the last period, 1940-1945, the situation was entirely different. Although there was little evidence of seasonality, a careful examination of the statistical data reveals a slight peak at the beginning of June and a low point in early October.

Causes of Seasonality

What are the causes of these seasonal fluctuations of employment in the agricultural implements industry?

Employment in this industry, like that in the automobile and parts industry, is subjected to moderate seasonal variations because of a fluctuating demand. The similarity with the automobile industry, however, does not go any further. In a large part, the pattern of the demand for automobiles is determined by style changes. The pattern of the demand for farm implements, on the other hand, is basically determined by the seasonal weather conditions which define the period of farming operations in Canada. Farm crops in this country are planted and harvested at certain very regular periods each year. Accordingly, the demand for farm machinery follows closely this regular pattern.

The pattern of demand for agricultural implements, therefore, is primarily determined by the natural farm seasons of planting and harvesting. The purchase of seeding and tillage implements, based on the prospective acreage to be planted, takes place in the spring of each year, while the purchase of harvesting machinery, based on the prospective size of the current crop, takes place in the late summer.

In the agricultural implements industry the late summer and early fall are periods of seasonal declines in employment since production for spring and fall needs has ceased. Production is curtailed because any additional output would not reach the farmer in time for that season's crop.

One might be lead to believe that fluctuations in demand would encourage "hand-to-mouth" production. Most agricultural implements, however, require a considerable time to produce. As a result, production must commence in the late fall in order that the finished products will be available to meet the active demand of the following

spring. This accounts for the fact that employment in the industry begins its seasonal upswing in the fall of each year.

It appears that the cyclical trend of employment (the main long term movement) exerted an important influence on the amplitude of seasonal fluctuations during the second period under consideration, 1930-1939. Production in advance was limited since drought conditions and low prices for farm products during the 'Thirties kept the demand for farm machinery at a minimum. In some cases, in fact, farm implement companies were selling re-possessed machinery. As a result, increased seasonal fluctuations were superimposed on a basically declining volume of employment, and the relative magnitudes of the seasonal variations were consequently increased.

During the war years, high prices for farm products, good crops, and a short supply of farm labour, all prevailed. These factors increased and levelled out the demand for agricultural implements. In addition, the industry produced a great deal of war equipment (40 per cent to 50 per cent of total production from 1942-1944), for which the demand was not seasonal.

Even now, the demand for farm implements is relatively large. Consequently, production and employment have been maintained at capacity levels since the war ended.

Prospects of Stabilization

Since the agricultural implements industry does not experience large seasonal variations of employment, the problem of seasonality is not serious for the economy. Nevertheless, any steps that are taken to reduce existing seasonality will be beneficial to those workers employed in the industry.

First, the development of full or long-line companies has had a stabilizing influence on seasonal variations of employment. The plant facilities of such companies are devoted to the manufacture of particular implements for only short periods of time; they are then utilized, again for short periods, for the production of other implements, and so on throughout the year. Thus by increasing the number of products and lines handled, it has been possible to lengthen the selling season and to keep employees more continuously occupied. Short-line companies have the tendency to display more seasonality.

Second, it is the general practice of agricultural implement manufacturers to maintain facilities for supplying the need

for repair parts on any implement which the factory ever produced. Unlike the automobile industry, a large percentage of component parts are not purchased from other manufacturing industries.⁽³⁾ Since inventories of parts for both new and old implements have to be kept in stock, therefore, their manufacture helps to provide employment in the slack season.

In the third place, attempts to expand markets in times of seasonal slackness have led many manufacturers to favour expansion of export markets. Exports to the Southern Hemisphere are generally most useful for offsetting seasonal slumps in domestic demand because of the complementary seasons of the two regions. With respect to the agricultural implements industry, however, exports to the Southern Hemisphere do not appear to have eliminated seasonality to any great extent. Reference to Table II reveals that the seasonal low in the export trade coincides with the seasonal trough of employment. Prior to the war, exports of agricultural implements reached a peak some four months after the peak in employment had been attained. Exports, therefore, tended to extend the season of peak employment, but they did nothing to alleviate employment in the off-season.

Table II—Average Seasonal Indices of Exports of Agricultural Implements from Canada

(Source: International Trade Statistics D.B.S.)

	1936-1938
Jan. 1.....	78.4
Feb. 1.....	84.8
Mar. 1.....	84.8
Apr. 1.....	113.9
May 1.....	98.9
June 1.....	126.1
July 1.....	146.4
Aug. 1.....	124.0
Sept. 1.....	93.8
Oct. 1.....	77.9
Nov. 1.....	78.9
Dec. 1.....	92.5

Production for storage is one way by which manufacturers might attempt to smooth seasonal fluctuations in employment. Such a program would permit the adoption of a year-round production policy, with employment considerably spread out over the months. The disadvantages of producing for storage, however, appear to out-weigh the advantages. Although the demand for the products of this industry

⁽³⁾ In recent years as agricultural implements have become more complex, greater precision has been required in their manufacture. In these circumstances the industry has been purchasing large quantities of parts from other suppliers and its dependence upon them is increasing.

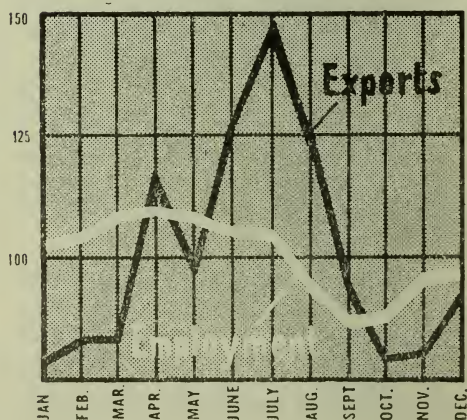
is not as susceptible to changes in design as is the case in the automobile industry, the storage difficulties which would be encountered are similar due to the bulky size of the product and the high insurance charges which would be entailed. Then, too, there is always the danger of over-production in the case of a crop failure.

It may be possible that an even greater diversification of production might lead to a further reduction in seasonality. The farm implements industry does manufacture some products which are not classified as agricultural implements, such as road machinery, warehouse trucks, separators, milking machines, and deep-freeze units. Such additional products, in so far as the demand for them does not have a seasonal pattern similar to that for farm implements, would have some effect in off-setting the seasonal fluctuations in the demand for agricultural implements. Employment, therefore, would tend to be more continuous.

During the war years, of course, the industry branched out into the production of war goods and as much as 50 per cent of its capacity was converted to the production of such products. As a result, there was a virtually complete disappearance of seasonality from 1940 to 1945. During this period, the conversion was warranted since demand was enormous and the cost of production was a secondary consideration. When such conditions no longer apply, however, it would be much

SEASONAL TRENDS IN EMPLOYMENT AND EXPORTS 1936-1938

Agricultural Implements Industry Seasonal Indices



more difficult for the industry to diversify its production to a much greater extent than it has already done. The basic problem would be to produce other goods which could compete successfully on a price and quality basis with similar products now being turned out by manufacturers already established in the existing markets.

The most logical approach to the problem of seasonal fluctuations of employment in the agricultural implements industry would appear to be by means of an attempt to smooth the demand for such products. If it was not for the fact that the demand for all types of farm implements is telescoped into the spring and early summer of each year, the manufacture of these goods could be "staggered" throughout the whole year. With the trend in agriculture, especially in western Canada, from wheat to mixed farming, the farmer is requiring a larger investment in farm machinery. Insofar as the different crops are planted and harvested at varying times, the demand for agricultural implements would tend to be spread over a longer period.

Diversified farming has also helped to provide a steadier income for the farmer, since he no longer relies on a single cash

crop for his income. As a result, farmers may be inclined to spread their purchases of farm implements over a longer period of time.

Another factor which may smooth the demand for agricultural implements is the development of improved varieties of cereal crops. As new and hardier strains are developed, the variation in yield caused by climatic conditions will tend to be reduced. Accordingly, to the extent that income is more certain, farmers may again be inclined to place their orders for machinery earlier than they have done in the past.

To sum-up, the problems involved in further reducing the seasonal variations of employment in this industry are many. In a large part, they are not problems which can be readily and directly dealt with by the management of the industry. As pointed out, the basic causes of seasonality in the industry are to be found in the agricultural industry itself. In many ways, it is only insofar as all of the problems of farming which rise out of its own seasonal nature are solved that the agricultural implements industry will be able to overcome the seasonality of its own operations.

OCCUPATIONAL RESEARCH IN THE DEPARTMENT OF LABOUR

Lack of adequate information on occupations has handicapped many people in their choice of a career. The work of the Department of Labour in the field of occupational research, which is now being expanded, will be of value to the schools, and to all those having an interest in the future of young people. Begun in wartime, to aid National Selective Service in its task of matching workers and jobs, it has proved of continuing usefulness to the National Employment Service.

It is today recognized that one of the most important steps taken by any young person is the choice of his or her life work. Until recently, the only information on occupations young people could obtain was from parents or friends. Too many people now look back on that choice with regret,

governed as it was, by accident, through lack of adequate information on the careers they wanted to elect.

Today, progress is being made in some countries in giving proper guidance in school to prospective job seekers. To achieve this, a wide range of information

on occupations is needed, covering such factors as training required, conditions of work, earnings, possibilities of advancement, related occupations, past and future trends of employment, and the "psychological income" obtained from the job.

Such information is now being developed in Canada by the Department of Labour through the Occupational Research Division of the Research and Statistics Branch, and is being made available to those concerned with vocational guidance.

Meets Wartime Need

The Occupational Research Division which came into being in early Spring, 1943, was originally established with a view to filling a quite different need. National Selective Service had been given the task of ensuring that all available manpower was used as efficiently as possible for the purposes of the war effort. This task entailed large-scale movements of workers, both geographically and occupationally—during the years 1943, 1944 and 1945, placements by Employment Offices averaged between 1½ and 2 million workers.

One of the difficulties encountered in this placement work resulted from the variety of titles by which an occupation might be known, and from the looseness with which such titles might be used. Under such conditions it was not easy to relate the skills of workers to the occupations which needed filling, particularly in cases requiring the transfer of workers from one locality to another. It was therefore important that standardized descriptions of occupations be made available.

Accordingly the Occupational Research Division was asked to develop a coding structure for occupations encountered in the placement operations of National Selective Service, and also to institute a statistical reporting system on vacancies and placements by occupations.

The field of occupational analysis, which the Department of Labour entered under these circumstances, is a fast-developing area of the social sciences. Called by Harry D. Kitson, "Occupationology",¹ its technique has permitted the development of a vast number of occupational tools used extensively in placement work, especially in the United States, where the monumental *Dictionary of Occupational Titles* has become the standard reference work in this field. Other tools developed were industrial job

descriptions, *Job Families* and *Occupational Aptitude Tests*. All these were primarily produced as tools for a better matching of men and jobs.

In the post-war period, when National Selective Service gave way to a new and enlarged National Employment Service, the Occupational Research Division continued its work, and in October, 1946, a revised coding structure for occupations as well as a revised statistical reporting form were instituted. This provided for a wider breakdown of occupational groups at local office level and enabled the better matching of men and jobs.

Meanwhile the experience the Division had acquired was being put to other uses.

After the first world war, in 1921-1922, the Department of Labour had issued a series of *Descriptions of Occupations* in a number of industries, such as Lumbering, Metal and Coal Mining, Pulp and Paper, and Printing. The purpose of these occupational descriptions was to provide terms of reference for not too well defined jobs encountered in the placement work of the old Employment Service of Canada. The Occupational Research Division renewed the link with the past when it began work on *Occupational Wage Reporting Schedules*. These, as they are now being developed, provide not only a list of the main jobs in an industry, but also a definition of each job title for the purpose of identifying each job and of standardizing occupational terminology amongst employers reporting wage rates to the Department. These schedules are prepared from occupational reference material collected by the Division, compared with existing wage agreements, and developed through the assistance of employers' associations. This, no doubt, will facilitate in due time the work of employer relations in the National Employment Service.

Use in Rehabilitation

On March 7, 1945, with the demobilization of Canadian soldiers fast approaching, the Department of National Defence (Army) requested that the Occupational Research Division of the Department of Labour prepare a manual on the relation of Army trades to civilian jobs, as well as a series of outlines of the most important civilian jobs, in order to facilitate rehabilitation and to provide adequate tools for Army Counsellors.

The first publication was issued by the Department of National Defence under the title *Army Employment—Civilian Jobs, A Guide to Civilian Occupations Related To*

¹ Editorial article in *Occupations—The Vocational Guidance Magazine*, Vol. XXII, No. 7, April, 1944; pp. 447-448.

Army Employment. This 266-page publication contains the descriptions of approximately 260 Army trades and non-trade specialities, along with some twenty different civilian occupations related to each trade or non-trade specialty. Published in English and French, its 30,000 copies were distributed to employers of fifteen or more employees, to counsellors in the Army and the Department of Veterans Affairs, to placement officers of the National Employment Service, to union officials, to citizens' committees on rehabilitation, and to branches of the Canadian Legion (L.G., Feb., 1946, p. 162).

The second publication prepared by the Division was also issued by the Department of National Defence (Army). Entitled *Occupational Outlines*, the series contains concise descriptions of 240 separate occupations together with such information as special skills and knowledge required, preparation necessary for entry into the occupation, the line of advancement, occupational hazards inherent in the job, related occupations, wage rates, and a short bibliography for further reading. The series along with alphabetical and industrial indexes was multilithed and bound. Prepared to meet a need similar to the *Occupational Briefs* of the RCAF, but with wider coverage, the Outlines were distributed to counsellors in the Armed Forces (Army, Navy and Air Force), in the Department of Veterans Affairs and in Employment Offices. A surplus of Outlines, to which was added copies turned in to the Division by In-Service Counselling as its work drew to a close, was made available to Directors of Guidance in Nova Scotia, Ontario, Saskatchewan, and British Columbia. Seven hundred and five sets were thus distributed. Apart from this distribution, 85 sets were sent out in reply to individual requests from employers, Chambers of Commerce, associations, management engineers, and private counsellors.

The Outlines were enthusiastically received by all users and especially by Directors of Guidance who voiced their praise, recommended their expansion into monographs, and suggested refinements.

Shortly before V-J Day, the Department of Veterans Affairs began a series of *Occupational Bulletins* which served to keep veterans' counsellors fully informed on educational changes and employment opportunities as they arose, supplementing the occupational information already available in the Occupational Briefs of the RCAF and in the Department of Labour Occupational Outlines. The National

Employment Service and the Armed Forces absorbed a regular supply of the Bulletins and a demand arose in educational circles, among personnel men, graduate students, members of the Forces, and the public generally.

On July 1, 1946, the Occupational Information Section of DVA began work, in co-operation with its District Officers and the Employment Service, on a survey of critical occupations in which there were, in the words of Mr. J. E. Andoff, Chief Counsellor of the Section:²

- (a) many vacancies but few applicants, or
- (b) few vacancies but many applicants, or
- (c) uncertain employment opportunities."

This survey was completed in March, 1947, and by then a series called *Occupational Outlook Bulletins*, covering some fifty critical occupations, had been prepared.

Occupational Monographs

In the Spring of 1946, at the request of the Department of Veterans Affairs, the Cabinet suggested that job opportunities in the professions be studied, and accordingly a survey of such opportunities was undertaken by the Bureau of Technical Personnel of the Department of Labour. As this survey progressed the Occupational Information Section of DVA decided to co-ordinate its work with it and in October, 1946, began to issue *Occupational Monographs* on the professions, which were more detailed than their Occupational Bulletins and incorporated, besides the findings of the Bureau, information on occupational trends such as had been worked out for the Occupational Outlook series.

At the end of July, 1947, some twenty-five Monographs had been issued by DVA. These not only met the need of veterans' counsellors but were very well received by Vocational Guidance authorities throughout Canada. Already two provincial educational authorities have sought and availed themselves of permission to reprint a large selection of the material prepared in the Department of Veterans Affairs.

Since the veterans' need for this work is greatly decreasing, arrangements were made in October, 1947, to transfer it to the Department of Labour.

² Department of Veterans Affairs, *Report on the Survey of Occupational Trends and Vocational Training Requirements, 1946-1947*. Ottawa, April, 1947.

At a meeting of the Advisory Board on Vocational Training, on October 29 last, the members endorsed unanimously the idea of expanding the scope of the Occupational Monographs and of adapting them to educational and general use. There is evidence that educational authorities, teachers, counsellors, parents, and all having interest in the future of young people, would welcome this information as an essential tool to guidance. In Britain and in the United States monographs have already proved their value. For three years the pupils in grade nine in Ontario schools have been taking a course in occupations. British Columbia carries on this instruction through the six senior classes. Other provinces are following along similar lines, and it is felt that these monographs

will make a major contribution to this trend.

For more than four years now, the Occupational Research Division of the Department has been collecting directly, or through the departmental library, information on all aspects of the field of occupations, as well as on related subjects. In the past it has answered numerous individual requests concerning occupations. With the added service from the Department of Veterans Affairs, and with the co-operation of industry, labour, provincial organizations, the universities, federal and provincial departments, the Department will be in a better position to answer requests for information which it is encouraging, and to develop any new occupational tools as the needs arise.

INCENTIVE PAY IN U.S. INDUSTRY 1945-46

About 3 out of every 10 factory workers in the United States are paid on an incentive wage basis. This manner of payment is prevalent in industries where control over output is exercised by the worker rather than by the machine. Incentive workers generally receive higher earnings than do time workers in comparable jobs.

About 30 per cent of the plant workers in manufacturing industries studied by the United States Bureau of Labour Statistics in 1945 and 1946 were paid on an incentive basis, according to a report in the November issue of the U.S. *Monthly Labour Review*. Comparison with previous studies indicated that there had been little change in the extent of incentive payments in recent years.

Among the major industry groups studied, incentive methods were most widespread in the manufacture of apparel. In this industry, the use of incentive payments is advantageous because control over output is exercised by the worker rather than the machine, and because of the small danger of spoilage in most operations.

Incentive systems were least common in industries such as industrial chemicals and tool and die jobbing shops. In the former,

the speed of production is largely set by the requirements of the manufacturing process and cannot be controlled by the worker; in the latter, output is on a unit rather than a mass production basis and emphasis is placed on a high degree of precision.

Incentive systems, the *Review* points out, rarely apply to all workers in an establishment. Such plans cover workers engaged in direct production; maintenance, supervisory, and other workers whose output cannot readily be measured, are usually paid on a time basis. Exceptions to this rule are found largely in plants with group or other bonus systems, in which a certain proportion of the incentive pay of direct production workers is set aside for the indirect workers. Production workers whose work must conform to exact specifications or whose output is not standardized are generally paid on a time

basis, as are those whose work is machine-paced. In contrast, workers who can control their own output and whose production can be measured are frequently paid on an incentive basis, unless emphasis on speed may result in costly material losses.

Information for the present summary was obtained by the Bureau of Labour Statistics from surveys of 56 manufacturing industries, including 34,000 establishments with about 5½ million workers, and 8 non-manufacturing industries, including 21,000 establishments with about 1½ million employees. The article in the *Review* states that the surveys provide a fairly representative sample of manufacturing as a whole although such important industries as basic iron and steel, printing, rubber and lumber were not included. No generalizations are drawn for non-manufacturing as a whole because of the limited number of industries studied.

Prevalence of Incentive Methods

In the apparel groups, two-thirds of the workers and 85 per cent of the establishments were predominantly on an incentive basis. The textile industry with nearly two-fifths of its employees on incentive systems ranked next to apparel in the extent of incentive pay. About one-third of the workers in cotton, wool, and rayon textile industries were on incentive in contrast to only a fifth of the employees in textile dyeing and finishing, with its small plants and processes more allied to the chemical industries than textile manufacturing.

About a fourth of the labour force in the metal-working industries was paid on an incentive basis. Two-thirds of the workers in the copper alloying, rolling, and

drawing industries received incentive pay while all but 2 per cent of the workers in tool and die jobbing shops were on a time basis. Only 3 per cent of plant workers in industrial chemical production were paid on an incentive basis.

The extent of incentive payments varied widely among the remaining manufacturing industries studied. Whereas about three-fourths of the workers in cigar manufacture were paid in this manner, all but 6 per cent were time workers in the cigarette industry, with its widespread use of automatic machinery. Similarly, a third of the workers making corrugated and fibre boxes were on incentive, while less than a tenth of the workers in the machine-paced pulp and paper industry received incentive pay.

Among non-manufacturing industries, incentive methods existed for about one-third of the employees of clothing stores and department stores and for nearly two-fifths of those in automobile repair shops. About one-fifth of the underground bituminous coal miners were paid incentive rates but none of the surface soft coal miners.

Nature of Incentive Plans

Among the manufacturing industries, piece-rate plans, nearly all based on individual output, were reported by five-sixths of the plants with incentive systems. In the apparel and textile industries, 19 out of 20 incentive plans provided for individual piece rates. In contrast, group bonus payments were provided for above-standard production in about half of the small number of incentive plans in the chemical industry where it is difficult to measure or identify individual output.

In retail trade, individual bonus type plans predominated, with commissions paid

INCENTIVE PLANS IN SELECTED U.S. INDUSTRY GROUPS, 1945-46

	Manufacturing					Non-manufacturing		
	Total plants studied ¹	Apparel	Chemicals	Metal work-ing	Textiles	Auto-mobile repair shops	Bitum. coal (under ground)	Department stores
Number of establishments studied.	15,636	2,261	999	6,647	1,448	1,399	492	355
Per cent of establishments—								
With incentive systems for plant workers	34	85	6	17	70	58	61	64
Predominantly piece rate.....	29	82	2	11	67	51	60	9
Individual	28	81	2	10	66	51	58	9
Group	1	1 ²	..	1	1 ²	..	2	..
Predominantly bonus	5	3	4	6	3	7	1	55
Individual	3	2	2	4	2	7	1	55
Group	2	1	2	2	1 ²	..	..²	..
With no incentive system.....	66	15	94	83	30	42	39	36
Per cent of all employees studied paid on an incentive basis....	30	65	7	25	39	37	22	28

¹ Includes other manufacturing industries not shown separately.

² Less than 0.5 of 1 per cent.

in addition to salary, although some retail clerks are paid on a straight commission basis. An additional payment may be the "push money" or other commissions paid during special sales for selling slow-moving items. Individual piece-rate plans were the main type of incentive reported in power laundries, underground soft coal mines and automobile repair shops. In the latter, workers usually receive a certain percentage of the labour charge on the repair work that they perform.

Earnings Compared with Those of Time Workers

Incentive workers generally receive higher earnings than do time workers in comparable jobs, the article states, although

the size of differential, ranging from about 5 to 40 per cent in the individual manufacturing industries, is not consistent from industry to industry.

Among the four major manufacturing industry groups presented in the table, the largest differential appeared in the apparel industries where incentive workers earned from a fifth to two-fifths more than time workers. In the metal-working industries the differential between incentive and time workers ranged from a fourth to a fifth, and in the textile industries it was between a sixth and a tenth. Among the non-manufacturing industries in which incentive pay was most important—automobile repair shops and clothing and department stores—the differential amounted to about a third.

EDUCATION FOR BUILDING IN GREAT BRITAIN

(Plans were laid in the United Kingdom in 1943 for expanding the post-war labour force in the building industry by a large-scale apprenticeship and training program. The third report of a tripartite council set up to develop the program deals mainly with education for building.)

The position of apprenticeship and training in the British building industry is reviewed and recommendations are made for their further expansion in the Third Report of the Building Apprenticeship and Training Council. The Report covers the two years 1945 and 1946.

The Council, established in June, 1943, under the Ministry of Works, represents equally employers, workers, and such other interests as educational and professional institutions. Officers of the Ministries of Labour and National Service, Education, Health, and Works serve in an advisory capacity, and the Chairman is appointed by the Minister of Works. The Council has no compulsory powers but its recommendations have been substantially followed in Government policy. It is concerned with the whole question of recruiting, training, and placing. More technical questions concerning standards of training, proportions between occupations, and so on are dealt with by the Special Training Committee of the Building Industry Advisory Panel, the latter operating under the Ministry of Labour and National

Service and concerned with all labour questions arising out of the building program.

At the beginning of 1943, the British Government, recognizing the special position which the building industry would occupy in the task of reconstruction after the war published a White Paper on Training in the Building Industry. The Government's policy contemplated, in connection with the necessary long-term plan of construction, voluntary measures by the industry itself to stabilize employment as far as possible by eliminating casual forms of hiring and an expansion of the labour force by large-scale training schemes for adults so as to fill the expected gap in the supply of skilled workers immediately after the war, and, more important on the long-term view, the development of what must remain the permanent system of recruitment, technical education and apprenticeship training. To promote this latter purpose, the Apprenticeship and Training Council for the Building Industry was set up.

The 1943 Report set out the standards desirable in an apprenticeship agreement, worked out a plan for registration and certification, and considered the matter of education for building in secondary schools. The 1944 Report recommended a General Apprentice Master Scheme, considered senior education for building, training of boys in reformatories, courses for apprentices whose training was interrupted by the war, and the question of obtaining an adequate number of teachers and instructors.

The 1946 Report deals mainly with education for building. Such education must be of a technical and vocational character but the Council says that the courses should have a broad cultural foundation in which the interests and personal qualities of the student can be encouraged. It points out that the annual intake into full-time courses of two or three years' duration has risen from some 300 in 1942 to approximately 7,300 in 1946. The Council hopes that at least half of the annual intake of apprentices will have had pre-apprenticeship training in technical schools. In order to keep up replacements in the labour force and to allow for an expansion of its size, it is estimated that 25,000 people must complete their apprenticeship every year. The educational facilities must then be able to absorb at least 12,500 a year.

Dealing with part-time courses, the Council notes that in certain national apprenticeship schemes, earlier recommendations of the Council have been accepted and apprentices under 18 have been released for regular attendance during normal working hours at an appropriate technical course for one day a week or its equivalent. The change has affected part-time attendance at day classes which has risen from about 3,000 annually before the war to 17,000 in the year 1945-46. Attendance at such classes before the war was around 27,000 and it has grown considerably, although exact figures are not available. The Council emphasizes that some regions are especially short of educational facilities and that even makeshift accommodation should be provided if nothing else is possible.

In all this work the Council stresses the need for the closest collaboration between the Local Educational Authorities and the Joint Apprenticeship Committees. These latter bodies are both advisory and administrative. In their advisory capacity, they seek to ensure adequate facilities for pre-employment education, and they advise the Local Authorities on the needs of the

industry. On the administrative side, the Committees are responsible for the oversight and training of all apprentices within their area.

For apprentices whose apprenticeship was interrupted by war service, schemes for speeding up their training have been approved by the Minister of Labour and National Service. The Report lists the crafts to which these apply.

Concerning senior education for building, the Council points out that training for craftsmanship must be supplemented by training for management in the industry by way of student apprenticeship. Noting the existence of degree courses in building science at certain universities and colleges, the Council expresses the hope that other universities will follow suit. In the year 1945-46, 450 full-time students attended senior building courses.

A General Apprentice Master Scheme devised in 1944 provided for the building of houses on behalf of any Local or Public Authority by an Apprentice Master nominated by a Joint Apprenticeship Committee. Under this scheme boys can be trained who are not able to secure normal apprenticeship in the industry. The proportion of apprentices to craftsmen instructors may be six or more to one, according to circumstances. As soon as suitable work is available, these apprentices are transferred to a regular employer. The Council reports that 2,500 youths have received or are receiving training under this scheme, and recommends that some means be found for continuing the scheme which began as an emergency measure.

The application of the Industrial Training Scheme to Home-Office Approved Schools, that is, reformatories and similar institutions, has been approved by the authorities and the Council proposes its continuance with some modifications to bring it into line with other training schemes. In 1944 these schemes were considered very carefully and standards prescribed for training. In 1946 it was suggested that all schemes and institutions giving training in the building industry should adhere to these standards. For boys in these institutions, the recognized craft training after the normal age of entry into apprenticeship counts as part of the apprenticeship period, but they must serve at least two years actual apprenticeship in the industry. The Government desires these apprentices to be given the same opportunities for suitable employment at the end of their training as is given to apprentices under the other schemes.

With the co-operation of the Ministry of Labour and National Service, the Council has kept a record since September 30, of all youths beginning their apprenticeship and since November 1, 1945, a National Register of Approved Apprentices whose training complies with the minimum standards of the Council. The purpose of the registration scheme is to combine a fluid movement of the labour force with the maintenance of high standards of training.

A Welfare Fund made up of the fees paid to the Council for registration and certificates has been established "to promote more effective apprenticeship training, to widen the opportunities open

to recognized apprentices and craftsmen, and to award scholarships and prizes".

It was found, when a census of apprentices was taken in 1944, that a large proportion of the apprentices had no written agreement. The Council considers that:—

The Committees have now to see that the industrial undertaking is carried out, that the youths who are in fact learning a craft have a written apprenticeship agreement, that the youths are trained in accordance with the agreement, and that no youth who has successfully served his period of probation (maximum six months) shall be allowed to serve a further period of apprenticeship under a verbal understanding.

CONVENTION OF NEW BRUNSWICK FEDERATION OF LABOUR

In its 35th annual convention, the Federation set forth its views on labour relations legislation, workmen's compensation, health, housing and other matters.

The thirty-fifth annual convention of the New Brunswick Federation of Labour (TLC) was held at Edmundston, N.B. on October 28, 1947. Some 76 delegates, representing three trades and labour councils and thirty-six local unions were present, in addition to one past president, eight fraternal delegates and ten invited guests. Mr. James A. Whitebone, MBE, President of the Federation, occupied the chair.

President's Report

In his report to the convention, President Whitebone reviewed the problems that the executive had encountered in the field of labour during the transition from a war-time to a peacetime economy. He discussed the attitude of the Federation towards the proposed national labour code, which had been presented by the Federal Minister of Labour in the House of Commons early in 1947, and which was subsequently withdrawn for further consideration. Mr. Whitebone stated that the Federation had "requested enactment of a simple code, drawn in plain understandable language," setting forth the basic principles with respect to the right of workers to organize; the outlawing of company unions; provision of compre-

hensive procedure for the conciliation of disputes and to the clear definition of the rights and duties of employers and unions. While claiming that the proposed federal legislation contained "objectionable features," he stated that it provided "a sound foundation" for the guidance of unions in their relationships with employers, and urged that it be enacted as soon as possible. Mr. Whitebone expressed the hope that the early adoption of the proposed federal labour code would open the way to replacing the "unsatisfactory and undesired Act" that is in force in New Brunswick.

Turning to the question of workmen's compensation, the President announced that the triennial conference of the executive with the New Brunswick's Workmen's Compensation Board would be held following the convention, when general amendments in the regulations that had been approved by the Federation during the past three years would be presented and their adoption urged. Among the more important changes that were to be presented, Mr. Whitebone mentioned; (1) the payment of compensation claims at the full rate of the wages of the injured workman, and (2) the shortening of the seven-day waiting period.

Mr. Whitebone expressed satisfaction that the government had increased old age pensions, but asserted that they were "still pitifully inadequate" and approved the provincial government announcement that legislation would be introduced providing for further increases and also that modifications would be made in the means test.

In the main, Mr. Whitebone approved of the results obtained from the operations of the New Brunswick Apprenticeship Act. However, he admitted that there had been some adverse criticism and he recommended that delegates to the convention who had had experience in the training of apprentices under the Act, make known to the executive any suggestions as to possible improvements, in order that they might be presented to the government.

Referring to the problems of national health and housing, Mr. Whitebone asserted that "health insurance for everybody is highly desirable . . . and should receive full support of all our organizations." He drew attention to the serious shortages of hospital facilities and nurses in New Brunswick and urged that opportunities should be afforded for the training of nurses from all walks of life, irrespective of racial origin. While admitting that "earnest efforts have been made in some sections" to improve housing conditions, he claimed that the achievements, while noteworthy, were "only a stop-gap plan." Mr. Whitebone presented an analysis of construction costs and availability of building materials in New Brunswick and urged the convention to "consider a plan of approach to the proper authorities with concrete suggestions and a demand for immediate action."

Turning to the consideration of the "high cost of living," Mr. Whitebone declared

that New Brunswick has "had the dubious distinction for a long time of having the lowest average wages and the highest living costs of any province" and the situation at present "bears out this description." He declared that the cost of living index "is patently unreliable, except that we might add fifty per cent to its totals in order to arrive at an approximate figure of the cost of living here in New Brunswick." He urged the convention to consider setting up a committee to study the problem and to make recommendations based on the committee's findings.

Resolutions Considered

In all, 35 resolutions were submitted to the convention. Among these were the following:—

- presenting numerous amendments to the Stationary Engineers, Boiler-men and Steam Power Plant Act;

- requesting that permission be granted for the manufacture and sale of margarine;

- urging the re-instatement of certain price controls;

- suggesting amendments to the Unemployment Insurance Act and to the Labour Relations Act;

- asking for an investigation into conditions of work and salaries of young women training for the nursing profession;

- urging the various governments (federal, provincial and municipal) to inaugurate a low rental housing and slum clearance program;

- endorsing the request of TLC for a Dominion-wide social security plan;

- requesting better enforcement of the Dominion Income Tax Act.

INDUSTRIAL DISPUTES AND CONCILIATION

The Industrial Relations Branch of the Department of Labour had an active month during December as important developments occurred in shipping, railway transportation and longshoring.

Introduction

Industrial relations in the field coming under the jurisdiction of the federal Department of Labour were active during the month of December, 1947, and the Minister of Labour and the staff of the Industrial Relations Branch dealt with a number of important situations.

Probably the most active of the situations engaging the attention of Departmental officers throughout the month, and certainly the one most in the public eye, was that involving a threatened disruption of Canada's overseas shipping industry. This case is reported below in the article dealing with the appointment of Industrial Disputes Inquiry Commissions under the Wartime Labour Relations Regulations. Another shipping dispute, of a non-economic nature, which involved not only the free sailing of deepsea ships but also Canadian policy in export trade with a foreign state, is reported in the article on the Conciliation work of the Department under the Conciliation and Labour Act.

Consideration was also given to a number of applications invoking conciliation procedure under the Wartime Labour Relations Regulations, all of which promised to call for the Department's closest attention in weeks to come. Most important was an application for intervention from 15 trade unions in connection with requests for wage increases of 35 cents per hour made to the Canadian National Railways, Canadian Pacific Railway Company, their "jointly and separately owned subsidiaries", and the Ontario Northland Railway and Toronto, Hamilton and Buffalo Railway. The application as submitted also included the Algoma Central Railway, Pacific Great Eastern Railway, Sydney and Louisburg Railway and the Essex Terminal Railway, but could not be entertained in respect of these lines since their operations are wholly

provincial and, therefore, within provincial jurisdiction.

A similar application, also involving a proposed wage increase of 35 cents per hour, was received from the Canadian Brotherhood of Railway Employees and Other Transport Workers. It affected the Canadian National Railways, the Canadian Pacific Railway Company, and their associated companies, and the Ontario Northland Railway, with respect to clerical, freight, station and motive power employees and various classes of employees in sleeping, dining and parlour car services, cartage services, hotels, certain regional auditor's, treasurer's and statistical offices, stockyards, steamship, barge and ferry services, etc.

Three applications for similar intervention filed by the Canadian Seamen's Union were also of considerable importance, not only in themselves but in the repercussions upon the inland shipping industry which might attend their outcome. The applications involved the negotiation of collective agreements for the 1948 navigation season on behalf of the unlicensed personnel of vessels owned by Canada Steamships Lines, Limited, of Montreal, P.Q., and of Sarnia Steamships, Limited, and Colonial Steamships, Limited, of Port Colborne, Ont.

One of the six reports of Boards of Conciliation received during the month indicated that an agreement had been reached as to wages, hours of work and other matters in an important segment of the coastal shipping industry in British Columbia. The report, which is printed below in this section, deals with a dispute between Canadian National Steamships (Pacific), the British Columbia Coast Steamship Service of the Canadian Pacific Railway Company, and Union Steamships,

Ltd., and their employees represented by the Seafarers' International Union of North America (AFL).

Other significant developments of the month included the consummation of new collective agreements covering longshore-

men at Saint John, N.B., and Halifax, N.S., which provided for substantial wage increases. These followed considerable wage increases recently granted to both deepsea and coastwise longshoremen in British Columbia.

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

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

During the war and its aftermath, the Dominion Wartime Labour Relations Regulations (P.C. 1003) of February 13, 1944 (which suspended the Industrial Disputes Investigation Act, enacted first in 1907), have required employers to negotiate with the representatives of their employees and provided machinery for the settlement of disputes.

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

The Regulations, which were issued under the authority of the War Measures Act, are continued in effect under the continuation of the Transitional Measures Act, 1947. A bill incorporating many of the features of the Regulations, with modifications and additions, was introduced in the House of Commons on June 17, 1947, but was allowed to stand over until the next session of Parliament (L.G., July, 1947, p. 923, Aug., p. 1102).

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

The provisions of the Regulations relating to conciliation services are under the administration of the Minister of Labour and are

provided to parties desiring to negotiate agreements through the formal intervention of the Board.

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

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

Conciliation proceedings are also provided through the Industrial Relations Branch of the Department of Labour under the provisions of the *Conciliation and Labour Act*. This Act empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together and to appoint a conciliator or arbitrator when requested by the parties concerned.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton. The territory of the officer resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and the officer resident in Fredericton, represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Applications for Certification Under Wartime Labour Relations Regulations

The Wartime Labour Relations Board (National) met for two days during the month of December. During the month the Board received five applications (one of which was withdrawn during the month), held two hearings, issued seven certificates designating bargaining representatives, ordered one representation vote, allowed the withdrawal of three applications and issued Reasons for Judgment in one case.

Applications for Certification Granted

1. *Canadian Brotherhood of Railway Employees and Other Transport Workers* and certain of its officers for the employees employed in the beverage department of the Chateau Frontenac, *Canadian Pacific Railway, Quebec, P.Q.* The Manager of the department was excluded from the bargaining unit.*

2. *Canadian Navigators' Federation* and certain of its officers for the officer personnel, including the second officer, the third officer, the second engineer, the third engineer and the fourth engineer employed by the *Terra Nova Steamship Company, Limited, Montreal, P.Q.*, on the ss. *Empire Gangway*. The master, chief officer and the chief engineer were excluded from the bargaining unit.*

3. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* and certain of its officers for the express messengers and helpers employed by the *Northern Alberta Railways, Edmonton, Alberta*.*

4. *National Association of Marine Engineers of Canada, Inc.*, and certain of its officers for marine engineers, excluding the chief engineer, employed by the *United Towing and Salvage Company Limited, Montreal, P.Q.*, on the tugs *Jean Fraser, Strathmore* and *James Whalen***.

5. *Canadian Navigators' Federation* and certain of its officers for the licensed officers and unlicensed officers holding the positions of first, second and third mates, and second, third and fourth engineers employed by *Branch Lines Limited, Sorel, P.Q.*, aboard the vessels ms. *Elmbranch, ms. Firbranch, ss. Pinebranch, ss. Sprucebranch* and ss. *Oakbranch*. Masters and chief engineers on these vessels were excluded from the bargaining unit.***

6. *National Association of Marine Engineers of Canada, Inc.*, and certain of

its officers for marine engineers, excluding the chief engineers, employed by *Canadian Dredge and Dock Company Limited, Toronto, Ont.*, on the tugs *Rogers, Dickson, McCully, Helen S, Coronet, Minigog* and *German****.

7. *Canadian Association of Marine Transport Workers, Local No. 8*, and certain of its officers for the unlicensed employees employed by *Terra Nova Steamship Company Limited, Montreal, P.Q.*, aboard the ss. *Empire Gangway*. The steward was excluded from the bargaining unit.†

Representation Vote Ordered

Canadian Navigators' Federation and the *National Association of Marine Engineers of Canada, Inc.*, and the *National Harbours Board (Port of Montreal)* (L.G., October, 1947, p. 1450). Following an investigation of the applications of the two organizations and a public hearing, the Board ordered a representation vote among the second engineer of the cgs. *Sir Hugh Allan* and the engineers of the tugs *Glenkeen* and *Glenada* of the National Harbours Board (Port of Montreal). The names of the *Canadian Navigators' Federation* and the *National Association of Marine Engineers, Inc.*, will appear on the ballot. The captains of the three vessels and the chief engineer of the cgs. *Sir Hugh Allan* were excluded from the eligible voters' list.

Mr. R. Trepanier, Industrial Relations Officer, Montreal, P.Q., was appointed by the Board to supervise the vote.

The Board deferred its decision on the application for certification of bargaining representatives of the *Canadian Merchant Service Guild* on behalf of deck officers on board these three vessels pending the completion of the vote of the engineer officers.

Applications Withdrawn

1. *Transport Drivers, Warehousemen and Helpers' Union* (Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America) and *J. B. Baillargeon Express Limited*,

*Following an investigation of the application.

**Following an investigation of the application, and a public hearing.

***Following an investigation of the application, a public hearing and a representation vote.

†Following an investigation of the application, and a representation vote.

Montreal, P.Q. (L.G., Nov., 1947, p. 1608). On the request of the Secretary-Treasurer of the Union the application was withdrawn.

2. *Quebec Longshoremen's Union Local 1 (CCCL)*, and various shipping companies (Port of Quebec and Levis), represented by the *Shipping Federation of Canada, Inc.* (L.G., Nov., 1947, p. 1608). On the request of the Secretary-Treasurer of Local 1, Quebec Longshoremen's Union, the application was withdrawn.

3. *Canadian Seamen's Union and Saint John Marine Transports Limited, Saint John, N.B.* (L.G., Jan., 1948, p. 29). On the request of the Director of Organization of the Canadian Seamen's Union, the application was withdrawn.

Applications for Certification Received During the Month of December, 1947

1. *Canadian Seamen's Union* on behalf of the unlicensed personnel employed by *Saint John Marine Transport Company Limited, Saint John, N.B.*

2. *Local No. 5, Marine Department, American Communications Association (CIO) (Canadian Communications Association, Local No. 5)* on behalf of Radio Officers employed by the *Canadian Marconi Company, Montreal, P.Q.*, on its Canadian vessels on the East Coast of Canada.

3. *Brotherhood of Maintenance of Way Employees* on behalf of coal chute operators and coalmen employed by *S. H. Rich, Canadian Pacific Railway Company* coal contractor, *Vancouver, B.C.*

4. *International Brotherhood of Locomotive Engineers* on behalf of engineers handling steam or other classes of motive power, employed on the *Vancouver Harbour Railways, National Harbours Board, Vancouver, B.C.*

5. *Canadian Navigators' Federation* on behalf of licensed officers and/or unlicensed officers holding the position of officer, excluding the captains, on board the vessels ss. *Transbay, ss. Transtream, ss. Transriver* and ss. *Translake of Transit Tankers and Terminals, Limited, Montreal, P.Q.*

REASONS FOR JUDGMENT in dispute between

**The Air Engineers' Society of Canada, Applicant,
and
Trans-Canada Air Lines, Respondent,
and**

Air Line Lodge 714 and Trans-Oceanic Lodge 1751, International Association of Machinists, Interveners.

This is an application for certification of bargaining representatives for a bargaining unit consisting of all licensed air engineers below the rank of assistant chief mechanic and assistant chief inspector employed by the respondent company.

At the present time, this group is part of a bargaining unit which includes all mechanic classifications in the maintenance and overhaul departments of the company, as well as other classifications in the stores and cargo service and commissary departments of the company, and which is covered by a collective agreement entered into between the respondent company and the interveners representing employees in such classifications.

The applicant claims that air engineers licensed by the Department of Transport constitute a separate craft and as such are entitled to recognition as a separate and appropriate craft unit for collective bargaining purposes. The applicant further

The Board consisted of the Vice-Chairman and Messrs. Deschamps, Hills, Mosher, Picard and Taylor.

The Judgment of the Board was delivered by the Vice-Chairman.

claims that the interests of the group are not adequately represented by the intervener unions as the membership of such unions is predominantly shop personnel.

The respondent company opposes the application on the ground that licensed air engineers are not a separate craft but are part of the mechanic craft group employed in its maintenance and overhaul departments.

The interveners oppose the application on the same ground and deny that the interests of the air engineer group are inadequately represented by them as alleged by the applicant.

There are no basic technical or professional educational qualifications required for a licensed air engineer. The air engineer works up through the ranks of the mechanic classifications in the company's establishment, namely, learner, mechanic, and senior mechanic, to air engineer classification. In order to obtain a licence from the Department of Transport, an air engineer must go through a training period of several years on air engines, the length of training time depending upon the type of air engine and aircraft and the company requirements. In the case of Trans-Canada Air Lines, the Board is advised that an air engineer cannot sit for a Department of Transport examination for an air engineer's licence for the type of aircraft flown by the company until he has had a five-year training period and has been approved by the company to sit for such examination.

Department of Transport regulations require that the airworthiness of the aircraft must be certified and signed for by a licensed air engineer before it may be flown.

There are three crew shifts, namely, daytime, evening and night shifts, employed at company airports in servicing aircraft in operation. A crew shift chief who is a licensed air engineer is in charge of each shift crew and his crew includes an air engineer and a senior mechanic and other mechanics. The crew services aircraft as the aircraft come in for checks after flight. If a component part of the aircraft becomes unserviceable and cannot be repaired on the spot, it is removed and a serviceable part put in its place, and the defective part is generally sent back to the company shops for repair.

A chief mechanic and assistant chief mechanic who are also licensed air engineers have supervisory authority over crew shift chiefs and their crews. Aircraft inspectors are employed who are also licensed air engineers and rank equally with aircrew chiefs.

There are a number of employees holding air engineer licences working for the company as senior mechanics or mechanics, either because there are no existing vacancies in the company establishment for air engineers or by reason of not having passed the company's own tests and standards for air engineer classification.

The applicant claims that all air engineers holding licences from the Department of Transport should be in the proposed craft unit, even though not employed by the company as air engineers.

The Board in the Bell Telephone case (L.G., July, 1946, p. 902) has approved the principle that all employees employed in the same technical and scientific occupational classifications should be included in the bargaining unit comprising such classifications even though not possessed of professional or technical certificates held by the great majority of employees in such classifications; and that, similarly, employees not employed in such technical and scientific occupational classifications should not be included in such bargaining unit even though holding professional or technical certificates. The same principle applies with equal force in the case of a craft unit such as is proposed in this application. Even if employees employed as air engineers were considered an appropriate craft group, it would be inappropriate to include therein persons holding air engineer licences who are working as senior mechanics or as mechanics. To include such persons in the bargaining unit would mean that part of the employees in the mechanics classification would be in one bargaining unit while other mechanics doing the same work and working side by side with them would be in another bargaining unit. Thus the occupational group would be split and an undesirable situation created from the point of view of orderly collective bargaining.

In its argument for recognition of licensed air engineers as a separate craft group, the applicant stressed particularly the special responsibilities devolving upon a licensed air engineer in certifying the airworthiness of the aircraft.

The issue of an engineer's certificate is evidently required by the Department of Transport as a safety control measure. The company states that all work in the shops must be certified and that senior mechanics must certify the work done under their control as a part of the safety measures taken by the company.

The Board does not consider that the responsibilities imposed upon air engineers for safety purposes in this instance affords adequate ground for their recognition as a separate craft group. The right to such separate recognition must be determined rather by the nature of the work, skills exercised and training required in acquiring such skills, and the manner in which the work is performed.

In the Bell Telephone case, *supra*, the Board said:—

In our opinion, like considerations apply in general in determining an appropriate bargaining unit comprising or including occupational classifications requiring pro-

fessional skills as apply in determining an appropriate craft unit comprising or including occupational classifications requiring particular artisan skills. An appropriate unit should include the occupational classifications engaged in common employment in the same line of skilled work, and in which there is, by reason of training or experience and established practice, the normal opportunity for promotion from the lowest to the highest occupational classifications comprising the professional or professional and technical group.

Applying the foregoing to the present case, the Board is not satisfied that licensed air engineers constitute a separate craft group, but should rather be regarded as part of the larger mechanic craft group employed by the company and engaged in

maintenance work upon aircraft and aircraft engines and accessories.

For the above reasons the application is rejected.

(Sgd.) A. H. BROWN,
Vice-Chairman
for the Board.

J. K. GODFREY, Esq.

G. LAND, Esq.

for the Applicant.

E. H. MONCRIEFF, Esq.

A. M. SUTHERLAND, Esq.

for the Respondent.

G. P. SCHOLLIE, Esq.

G. M. BOAK, Esq.

S. WALLACE, Esq.

for the Interveners.

Dated at Ottawa, December 17, 1947.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

The Wartime Labour Relations Regulations provide conciliation machinery to attempt settlement of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National), and, until May 15, 1947, such dispute in certain provinces were also referred to the Minister by the Provincial Boards in their respective jurisdictions. The Minister then appoints a Conciliation Officer to confer with the parties and endeavour to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Conciliation Board, a Board is then established by the Minister. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Assignment of Conciliation Officers

During December, 1947, Conciliation Officers were assigned to confer with the parties in an attempt to effect an agreement in the following cases:—

Arctic Radio Corporation, Flin Flon, Man. (Radio Station CFAR), and Local

B-1405, International Brotherhood of Electrical Workers (AFL-TLC). R. H. Hooper, Conciliation Officer. (See also below.)

Canadian Marconi Co. Ltd., Montreal, P.Q., and Marconi System Division, No. 59, Commercial Telegraphers' Union (AFL-TLC). R. Trepanier, Conciliation Officer.

Agreements Facilitated by Conciliation Officers or Cases Withdrawn

In the following cases, reports were received during December, 1947, from Conciliation Officers indicating the successful completion of negotiations with the signing of an agreement or the withdrawal of the application for intervention:—

Arctic Radio Corporation, Flin Flon, Man. (Radio Station CFAR), and Local B-1405, International Brotherhood of Electrical Workers (AFL-TLC). R. H. Hooper, Conciliation Officer. (See also above.)

Railway Express Agency, Inc., and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC). R. Trepanier, Conciliation Officer. (L.G., July, 1947, p. 959.)

Boards Fully Constituted

Canadian Air Express Ltd. (ground crew personnel at Dorval, P.Q., and Ottawa, Ont.)—The Conciliation Board established to deal with a dispute between Canadian Air Express Ltd. (ground crew personnel

at Dorval, P.Q., and Ottawa, Ont.) and International Association of Machinists (TLC) was fully constituted on December 18, 1947, with the appointment of H. Carl Goldenberg, Montreal, as Chairman of the Board, on the joint recommendation of the other two members of the Board, R. R. Merifield and G. S. Mooney, both of Montreal, who had been appointed on the recommendation of the employer and employees respectively. (L.G., Dec., 1947, p. 1789.)

Board Reports Received

During the month, Board reports were received in the following cases:—

Canada Steamship Lines, Ltd. (waterfront freight handlers at various points in Quebec and Ontario) and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC). (L.G., Nov., 1947, p. 1609.)

Canadian National Steamships (Pacific), Canadian Pacific Railway Co. (B.C. Coast Steamship Service) and Union Steamships Ltd., and Seafarers' International Union of North America (AFL). (L.G., Nov., 1947, p. 1609.)

Canadian Pacific Railway Co. (dining, cafe & buffet car employees) and Brotherhood of Railroad Trainmen. (L.G., Oct., 1947, p. 1451.)

Imperial Optical Co., Toronto, Ont., and Local 514, United Electrical, Radio & Machine Workers of America (CIO-CCL). (L.G., March, 1947, p. 335.)

Snyder's Ltd., Waterloo, Ont., and Local 13, National Union of Furniture Workers & Allied Crafts (CCL). (L.G., Aug., 1947, p. 1138.)

United Towing & Salvage Co. Ltd., Montreal, P.Q., and Canadian Seamen's Union (TLC). (L.G., Nov., 1947, p. 1609.)

Settlements Following Board Procedure

During the month, advice was received that matters in dispute between the following parties have been settled as a result of further negotiations following receipt by the parties of the Conciliation Board report:—

Ray-O-Vac (Canada) Ltd., Winnipeg, Man., and Local 3929, United Steelworkers of America (CIO-CCL). (L.G., Oct., 1947, p. 1452.)

REPORT OF BOARD in dispute between

Canada Steamship Lines, Ltd. (Waterfront Freight Handlers at various points in Quebec and Ontario)

and

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC).

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

SIR,—The Board of Conciliation appointed by you in this case begs to submit its report.

The Board met the parties in Toronto on November 11. The Company was represented by Mr. J. L. Stock, and the Union by Messrs. F. H. Hall, H. F. Mead and J. D. Clark. The Union submitted a brief on the dispute at issue. Mr. Stock commented on the claims of the Union and promised later to submit a more detailed statement, which in due course he did.

The sole issue here concerns the claim of the Union for an increase in wages of 15 cents per hour for mechanical equipment operators and of 10 cents per hour for all other classifications covered by the agreement retroactive to June 1, 1947. The current rate for mechanical equipment

On December 6, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: Dr. Alexander Brady, Toronto, Chairman, appointed by the Minister of Labour on the joint recommendation of the other two members of the Board, C. G. Quinlan, Montreal, and M. W. Wright, LL.B., Ottawa, appointed on the nomination of the employer and employees respectively.

operators is 83 cents and the minimum base for other classifications is 78 cents. The last increase had been obtained in August, 1946, when 10 cents had been granted as directed by the National War Labour Board. The Union request for an increase this year is based on the rising cost of living. The objection of the Company to the increase requested by the Union

rests in the fact that it is bound by a rigid system of rates, and without a change in these rates it is not financially desirable that labour costs should rise further. The Company submitted figures to illustrate how precarious was its package freight business.

It is needless in this report to summarize the detailed arguments submitted by both parties to the Board. The Board carefully considered them in its private sessions, and through its employer representative asked the Company if it could make an offer that would go at least some way in meeting the request of the Union in view of the rising costs of living and the wage increases in other employments. In response to this request of the Board, the Company showed an admirable willingness to change its former position in order to effect a settlement. It offered to the applicants an increase in wages equivalent to that which was granted to the sailors and effective from the same date. This increase would come to something between three and four cents per hour. The Union representatives, however, rejected this offer as inadequate.

In view of this stalemate, it is incumbent upon the Board to make a recommendation. It is very conscious that each party has force in its claims. The rising costs of living make the claims of the Union reasonable, whereas the rigid rate structure renders it embarrassing for the Company to increase its expenditures without jeopardizing its financial position and endangering its package freight business. A rise in the freight rates of the railways would enable

the Company to make some increase in its charges. The Board is fully convinced that no final wage settlement is possible until the issue of freight rates is settled. It believes, however, that the Company in the present year should do its utmost to give some increase in wage rates to the employees in the present dispute. The Board recommends as a fair and reasonable settlement under the circumstances an increase of 6½ cents for all the classifications of employees covered by the agreement. The mechanical equipment operators should receive this increase and retain the differential which they now possess. The Board is not recommending, as the Union requests, that the differential should be increased. That claim of the Union may have force, but the present Board is not prepared to pronounce on it. It should be raised only when final decisions are made on wages, after the freight rate issue is disposed of. The Board would recommend that the increase of wages be made retroactive to July 25, when the Union first submitted its request.

Acceptance of this recommendation involves that each party should withdraw from its former position and make concessions. Such concessions the Board would urge in the interests of a reasonable settlement.

All of which is respectfully submitted.

Dated at Toronto, fourth day of December, 1947.

(Sgd.) ALEXANDER BRADY

(Sgd.) C. G. QUINLAN

(Sgd.) M. W. WRIGHT

REPORT OF BOARD in dispute between

Canadian National Steamships (Pacific), Canadian Pacific Railway Co. (B.C. Coast Steamship Service) and Union Steamships Ltd.,

and

Seafarers' International Union of North America (AFL).

The Honourable the Minister of Labour,
Parliament Buildings,
Ottawa.

SIR,—On the 11th day of September, 1947, in the matter of a dispute between Canadian National Steamships (Pacific), Canadian Pacific Railway Co. (B.C. Coast Steamship Service) and Union Steamships Ltd. (Employers) and Seafarers' International Union of North America (AFL) (Employees) you appointed a Conciliation Board under Wartime Labour Regulations P.C. 1003 to endeavour to effect an agreement between the parties. On the recom-

On December 17, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: Thomas G. Norris, Chairman, appointed by the Minister of Labour on the joint recommendation of the other two members of the Board, G. E. Housser, K.C., who replaced J. A. Lindsay as employers' nominee when the latter withdrew from the Board, and Herbert Gargrave, employees' nominee. All three members are from Vancouver.

mendation of the employers Mr. J. A. Lindsay and on the recommendation of the employees Mr. Herbert Gargrave were, on the 23rd day of September, 1947, appointed as members of the Board.

On the recommendation of both parties you did on October 4, 1947, appoint Mr. Thomas G. Norris, K.C., as the third member of the Board.

The Board as so constituted met on October 9, 1947, and on October 15, 1947, Mr. Norris sitting as Chairman. On such last mentioned date, representatives of the employees objected that as a matter of law Mr. Lindsay was disqualified as having a pecuniary interest in that he was an employer of seamen who might be affected by a decision of the Board. After hearing argument on this objection the other two members of the Board over-ruled the objection but Mr. Lindsay thereupon withdrew as a member of the Board so that there could be no suggestion that the Board as constituted was not entirely free from bias. A report was made to you by the Chairman on October 15, 1947, and on the 23rd day of October, 1947, on the nomination of the employers you appointed Mr. George E. Housser, K.C., as a member of the Board. Mr. Housser and Mr. Gargrave met thereafter and confirmed the previous appointment of Mr. Norris as the third member of the Board.

The Board met, in addition to the meetings on October 9 and on October 15, on November 4, 5, 12, 13, 14, 20, 21, 24, 25, December 13 and December 15 and on agreement of the parties extensions of time for report were granted by you from time to time.

At the hearings representatives of all the employers and several representatives of the Union appeared and were heard and a great deal of evidence was submitted on behalf of both parties.

On November 24 and 25 the Board worked out a formula containing alternative proposals for settlement which was agreed to by both parties subject to a vote of the members of the union.

This formula was subsequently incorporated in a ballot in the following form:

ATTENTION S.I.U. MEMBERS

Your Negotiating Committee, in dealing with the C.P.R., C.N.R., and U.S.S. Officials, have agreed on three (3) proposals

to be voted on by S.I.U. members on the coast:

Proposal No. 1:

\$16.79 increase per month for—
 Leading Daymen
 Night Watchmen
 Winchmen
 Storekeepers
 Quartermasters
 Tractor men
 Oilers
 Watertenders

\$15.79 increase per month for—
 Lookout Men
 Firemen
 Daymen
 Seamen—Tugs and Barges
 Stevedores

\$14.79 increase per month for—
 Wipers
 Deck Boys
 Seamen (O.S. and Deckhands)

Overtime rate 85 cents per hour; dirty money 50 cents per hour; and one (1) day's leave after five (5) days of work.

Proposal No. 2:

\$15.79 increase per month for all ratings.

Overtime 85 cents per hour; dirty money 50 cents per hour; and one (1) day's leave after five (5) days' work.

These proposals will be embodied in an agreement and will be retroactive to affect all pay earned on and after September 1, 1947.

How To Vote

Mark with an "X" the proposals you wish to accept. If you should wish to reject both proposals, mark an "X" in the square indicated:

Proposal No. 1	
Proposal No. 2	
Reject both Proposals	

The vote of the members of the Union has now been taken and the Board is informed by the representatives of the Union that proposal number 2 was accepted by a large majority vote.

Enclosed herewith is a draft of the agreement which the parties propose to complete.

Formal documents pertaining to this Board of Conciliation will be forwarded within the next few days.

We have the honour to be,
 Sir,

Your obedient servants,
 (Sgd.) T. G. NORRIS,
Chairman.
 (Sgd.) G. E. HOUSSEY,
Member.
 (Sgd.) H. GARGRAVE,
Member.

REPORT OF BOARD in dispute between

Canadian Pacific Railway Co. (Dining, Cafe Buffet Car Employees) and The Brotherhood of Railroad Trainmen

To:
The Hon. Mr. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

SIR:

Following upon its appointment your Board held meetings and conferences at both Montreal and Winnipeg. At a meeting with the parties in Montreal it was agreed that proceedings should be adjourned indefinitely to be taken up later at Winnipeg and accordingly the Board met again with the parties at Winnipeg and thereafter gave consideration to questions at issue. The parties presented their views both documentarily and orally.

The statements submitted to the Board on behalf of the Dining Car Employees and of the Company are not in accord in respect of all of the Articles of the Agreement governing Wages and Working Conditions involved, and there are also disparities in references to Article numbers and Clause designations of the Agreement affected by the proposals of the employees.

The Company's statement deals with all of the proposals, as originally submitted to it on behalf of the employees in 1946, some of which the Company agreed conditionally with the employees to make effective. The Employees' Statement does not make reference to those on which there is such conditional agreement. It seems desirable, therefore, that in this Report the proposals should be dealt with, using the references to Article numbers and Clause designations of the existing Agreement as used in the Company's Statement.

In the Company's Statement it undertakes to make effective a number of revisions of Clauses of its Agreement with the Dining Car Employees "subject to agreement on satisfactory wording in order to avoid any misunderstanding of their intent" as follows:—

Proposed New Clause, Last Paragraph of Article 6.

Proposed Clause (a) of Article 7.

Proposed Clause (b) of Article 7.

Proposed New Clause (d) of Article 7.

Proposed Clause (b) of Article 10.

No comment by the Board would appear to be required in respect of these Clauses of the Agreement, except to state its understanding that subject to the conditions

On December 2, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: Honourable Mr. Justice E. K. Williams, Winnipeg, Chairman, appointed in the absence of a joint recommendation from the other two members of the Board, George Murphy, Montreal, and Ralph Maybank, K.C., M.P., Winnipeg, appointed on the nomination of the employer and employees respectively.

mentioned the proposals of the Employees as indicated have been or will be made effective.

The matters remaining in dispute between the parties are well set out shortly on Page 5 of the Company's written statement and they are as follows:—

A. Number of hours constituting basic service month.

B. Payment for hours worked in excess of basic month at rate of time and one-half.

C. Change in method of payment for assigned employees called during layover and held for duty.

D. Change in method of payment for assigned employees required to perform non-operating work.

E. Payment for time worked during rest period at rate of time and one-half instead of pro rata and separate and apart from the monthly guarantee.

F. Payment for employees delayed in return to home station on account of late arrival of regular trains at the rate of time and one-half separate and apart from the monthly guarantee.

G. Check-off of monthly dues from all employees subject to the agreement.

H. Increased vacation with pay allowance.

Items "C" and "D" above refer to proposed changes in present Schedule Article 4 (a) and 4 (b) respectively. While, however, the Company's statement avers that these two matters are in dispute no reference is made to them in the written material submitted by the employees, nor was any reference made to them when the parties were before the Board. Despite such lack of reference to the article by the employees the Board is not sure whether the differences have been resolved but the Board feels it cannot very well make any recommendation when there have not been

representations from the employees. In such circumstances the Board would recommend that if there is still disagreement between the parties respecting these clauses that they might very well negotiate further respecting them, the Board hoping that they might thus effect a settlement.

Respecting "A"—"Number of hours constituting basic service month":—This is dealt with in Article 2. The Board has considered all representations carefully and is not prepared to recommend any change in the existing established basis of the number of hours constituting a basic service month.

(In this respect, notwithstanding that this report is signed by all members, Mr. Maybank, the nominee of the Brotherhood of Railroad Trainmen, has expressed dissent, it being his view that the men are entitled to what they have asked, viz., a reduction of the basic service month to 208 hours instead of 240 hours, or that some figure in between 208 and 240 be chosen.)

Respecting "B"—"Payment for hours worked in excess of basic month at rate of time and one-half":—This is also dealt with in present Schedule Article No. 2. The Board recommends that this article should be amended to provide for payment of time and one-half for hours worked in excess of 245. The Board's view is that in adding hours to decide whether straight time or time and one-half should be paid only service hours should be considered.

Respecting "E"—"Payment for time worked during rest period at rate of time and one-half instead of pro rata and separate and apart from the monthly guarantee":—This is dealt with in Article 5 of the present Schedule. The Board would recommend that this article be amended to provide that, except in an emergency, or in case of services in respect of which there is mutual agreement to other effect, an employee who has gone off duty for his rest period and who is called for work before his regular time for reporting for duty shall be paid for such work on the minute basis at the rate of time and one-half, with a minimum of one hour's pay at straight time rate, exclusive of monthly guarantee.

Respecting "F"—"Payment for employees delayed in return to home station on account of late arrival of regular trains at the rate of time and one-half separate and apart from the monthly guarantee":—This is dealt with in Article 7 (c) of the present Schedule. The Board does not recommend any change in the practice obtaining at present.

Respecting "G"—"Check-off of monthly dues from all employees subject to the agreement":—There is no article in the present Schedule respecting this. A similar proposal has been made by the Brotherhood of Railroad Trainmen with respect to conductors, trainmen, yardmen and others, and forms part of a general dispute between the Brotherhood and various Canadian railroads. That whole dispute was referred to a Conciliation Board composed of the same members as your Board now reporting. In the course of proceedings in that larger dispute the parties upon the suggestion of the Board agreed to negotiate further on all points at issue, and thus this clause, or something quite similar to it, is consequently at the present time the subject of negotiations between the same employee organization and the Canadian Pacific Railway and other railways. Therefore, the Board recommends that the decision made in those negotiations may very well determine the decision to be made here and believes that such should be the case.

Respecting "H"—"Increased vacation with pay allowance":—This matter is not dealt with in the present Schedule but "vacation with pay" is the subject of an agreement between the parties dated August 13, 1945. That agreement provides for an annual vacation with pay of six days under certain specified conditions.

In recent months the subject of "vacation with pay" was referred to a Board of Conciliation and Investigation under the chairmanship of Dr. Alexander Brady. The parties before that Board were a large number of Trade Unions employed by the Railroads in Canada on the one hand, and said Railroads on the other hand. That Board recommended that vacations be granted on the basis of six days after one year's service, nine days after three years' service and twelve days after five years' service.

Pursuant to the recommendation of that Board an agreement was entered into between the various parties in which that Board's recommendation was accepted in principle as the basis for establishing vacation agreements and it was agreed that the principle should be implemented by applying the conditions contained in the various vacation agreements in such manner as would be consistent with such basis and it was a part of the agreement that such necessary modifications in agreements or memoranda should be made by further negotiations between the various organizations and the railways.

Your Board recommends adoption by the parties of the report of the said Conciliation Board under the chairmanship of Dr. Brady and of the agreement already referred to which followed upon that report.

In closing the Board wishes to record its appreciation of the manner in which all parties made their submissions and of the

evidence of good relationships existing between them.

All of which is respectfully submitted.

(Sgd.) E. K. WILLIAMS,
Chairman.

(Sgd.) RALPH MAYBANK,
Member.

(Sgd.) G. HODGE,
Member.

REPORT OF BOARD in dispute between

**Imperial Optical Company, Toronto, Ontario,
and**

**Local 514, United Electrical, Radio and Machine Workers of
America (CIO-CCL).**

To:

The Hon. HUMPHREY MITCHELL, M.P.,
Minister of Labour of Canada,
Ottawa, Ont.

SIR:

On June 25, 1947, the Board submitted as final, a majority and a minority report herein. Copies of both are attached to and form part hereof, as Schedules "A" and "B" respectively.*

Subsequently, on July 5, 1947, a letter was received by the Board from Mr. M. M. Maclean, Director of Industrial Relations, hereto annexed as Schedule "C", which instructed the Board to reconvene with a view to the Board submitting a further report to the Minister setting out the terms and conditions on which the Board feels that the Company and the certified bargaining representatives should enter into a collective agreement. The Board met on October 3 last and on October 10 the Chairman reported by letter, copy of which is attached as Schedule "D". The reply of Mr. Maclean dated October 21 is attached as Schedule "E". This directed the Board, in the event it failed to effect a mutually satisfactory settlement of the dispute, to make its "Findings and Recommendations to the Minister . . . upon the issues in dispute between the parties."

The Board met on November 4 to consider the matter and issued subpoenas upon Mr. J. Casson, for the Company, and Mr. Ross Russell, for the Union, returnable on November 13. On the latter date the Board again met, and both persons subpoenaed attended, as well as

On December 5, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: His Honour Judge Samuel Factor, Toronto, Chairman, appointed by the Minister of Labour on the joint recommendation of the other two members of the Board, E. Macaulay Dillon, Toronto, employer's nominee, appointed by the Minister in the absence of a nomination by the Company, and Norman Levy, Toronto, employees' nominee.

Mr. J. C. Adams, K.C., for the Company. Thereat the Board heard the parties *seriatim*.

The Union representative relied upon the brief already filed with the Board, enlarging the submission by stating that since the date of filing, the standard of wage rates paid in what were alleged to be comparable industries and occupations, had changed in an upward direction. The Union subsequently filed further information relative to alleged comparable wage rates and statutory holidays in some of the plants with which the Union has contractual relations.

The Company stated that its previously affirmed position before the Board remained unchanged, and subject thereto it would give information to the Board in confidence, which it did. Some figures were filed purporting to show by classifications in the plant, changes made in wage rates since December 4, 1946, as compared with present rates. It was further stated that the Company continues to give a voluntary revocable check-off to the Lens Plant Employees' Association, and that the Company would not negotiate with the UEW

* Copies of these schedules, the other schedules referred to in the Report, and an addendum by Mr. Dillon, will be furnished on request by the Industrial Relations Branch, Department of Labour.

unless and until it could prove to the Company that the UEW represented a Majority of the workers in the plant affected.

The Board is unanimously of the opinion that the Company and the Union should reinstate in general terms the contract existing between them on December 4, 1946.

As to issues in dispute, the Board again met on November 19, 20, and December 2 and 3, and has the following findings and recommendations to make:—

1. Wages:

In June the Union requested a general increase of 18½ cents per hour. This is now supplemented by the Union's request for a further increase of approximately 13 cents per hour. The Company states that since December 4, 1946, it has granted a general minimum increase, which it states is much greater than the minimum in the majority of cases. These increases are stated to be the result, mainly, of changes in equipment and what may be termed good conduct and result bonuses. The Company's filing shows a considerable number of departmental and occupational classifications. However, the Company stated that there were no changes in piece work rates in quantity, and that fifty to sixty per cent of the employees concerned are engaged in piece work. The Company also claims that its position is not comparable generally, since there is only one other concern in Canada in like industry, which the instant Company alleges has a relatively lower wage rate.

It will, therefore, be obvious that the question of what have been the actual increases, what may be fair rates, and allied problems, require detailed and expert analysis, which from the information brought before it the Board is not prepared to determine.

The Board does recommend that present wage rates in the Company be maintained for the present and that the issue of amending them be referred back to the parties for further negotiation.

2. Hours of Work:

The Union requested a five-day week, consisting of 8¼ hours daily. The Company stated that its work week is now from 42½ to 45 hours weekly. The Board feels that this is not an issue on which the parties are far apart, and which can be settled by their negotiation.

3. Statutory Holidays:

The Union requested 8 paid holidays. The Company states it now pays for 4 of these. The Union submitted the names of

14 companies as representative of those with which it has signed contracts this year for 8 such paid holidays.

It is recommended that this matter be negotiated by the parties with the wage question.

4. Holidays With Pay:

The Union requests two weeks' holidays with pay after 3 years' service with the Company. The Company states that it has instituted a system of percentage payments by which considerable of the senior employees receive the equivalent of more than one week's paid holiday.

It is suggested that this issue may well await the settlement of the major wage issue.

5. Shift Premium:

The Company states that no shifts are being worked, except in the case of two individuals who receive the premium in accordance with their offer of December 9, 1946.

This issue may therefore be considered abated.

6. Pay Periods:

The Company pays every two weeks, and the Union asks that this be weekly, in cash if possible. This would not be a serious matter for the Company, and may be of considerable importance to its employees. It is therefore recommended that the Company grant the Union's request for weekly pay periods, in cash if possible.

7. Union Security:

It is recommended that the Company check-off dues to the Union, and that such check-off be voluntary at the onset, evidenced by new authorizations, and, subject to the Union presenting to the Company authorizations of a majority of those affected, such check-off be irrevocable for the duration of the collective agreement between the parties.

Attached hereto is an addendum by Mr. Dillon.

All of which is respectfully submitted.

Dated at Toronto this 3rd day of December, 1947.

(Sgd.) SAMUEL FACTOR,
Chairman.

(Sgd.) E. MACAULAY DILLON,
Nominee of the Minister of
Labour upon failure of the
Employer to nominate a
Member.

(Sgd.) NORMAN LEVY,
Nominee of the Union.

REPORT OF BOARD in dispute between

Snyder's Ltd., Waterloo, Ont.,

and

Local 13, National Union of Furniture Workers and Allied Crafts (CCL).

To:

The Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:

In accordance with your direction, this Board was reconvened and met at Toronto, Ontario, on the seventh day of November last. All members of the Board were present.

Because the Company has, from the beginning, refused to negotiate with the Union Representatives, and has refused to consider the terms of the draft agreement which the Union tendered to the Company, we came to the conclusion that there was nothing to be gained by having the Company representatives appear before us, and for this reason, after careful consideration, it was decided not to ask the parties to again appear before the Board. This situation has made it most difficult for us to deal with this dispute in an adequate manner, and to make recommendations which would be likely to be acceptable to both sides.

In the absence of any information from the Company we recommend that the parties should sign the draft agreement which was submitted to the Company by the Union, which agreement is Exhibit marked "A" to this Report, subject to the following modifications:—

Article II (1) after the words "Local No. 13", insert the words "or its successors".

Article II (3) and (4) substitute for these two clauses the following clause,—

"The Company agrees, upon receipt of signed authorization from those employees concerned, to deduct from the pay cheque of such employees the initiation fee and the monthly dues, fines and/or assessments of the Union."

Remember the other clauses accordingly.

Article XI (2) Omit.

Article XII (3) Omit.

We recommend that Article XI, "Hours of employment and Overtime" be amended to provide for hours of work, holidays, overtime, shift bonuses etc., in accordance with the terms provided for in the hard furniture schedule under the Industrial Standards Act of the Province of Ontario.

On December 3, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: His Honour Judge A. Cochrane, Brampton, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, J. E. Ferguson, Toronto, and Dr. Eugene Forsey, Ottawa, appointed on the nomination of the employer and employees respectively.

As we have no information on the question of wages, we recommend that all questions concerning Job Classifications and wage rates be referred to Arbitration, and that the procedure in connection with such arbitration be similar to that provided for in Clause 5 of Paragraph 2 of Article IV of the draft agreement, Exhibit "A".

We are unable to find that there is any justifiable reason, not raised to the right of the Bargaining Representatives of the Union to represent the employees, which would justify a recommendation that the parties should not enter into an agreement; but we should also add that it appears to be most unlikely that the Company will sign an agreement along the lines of that which we have recommended, or any other agreement.

All of which is respectfully submitted.

Dated this first day of December, 1947.

(Sgd.) A. COCHRANE,
Chairman.

(Sgd.) EUGENE FORSEY,
Member.

Minority Report

The Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:

During the reconvened meeting of this Board at Toronto on November 7 last, consideration was given to the possibility and advisability of making recommendations in this matter. The Chairman and Dr. Forsey stated their intention to draw up an agreement for submission to the parties involved.

The evidence placed before this Board at previous meetings revealed an apathy on the part of the members of the Bargaining Committee by their failure to attend meetings and a general indifference of the employees as shown by the attendance of only eleven at what was called "an important meeting" on May 26, 1946. These attitudes are also deplored in the statement presented by the Union. This diminishing interest has been quite pronounced.

There is no immediate dispute between the parties and the relationship between the Company and the employees is harmonious, a condition which, I have every reason to believe, will continue to exist. It is not the welfare of the employee which is at stake in this matter.

Having regard for all the facts laid before the Board, I am of the opinion and do now recommend that the parties should not enter into an agreement.

All of which is respectfully submitted.
Dated this 24th day of November, 1947.

(Sgd.) JAS. E. FERGUSON.

REPORT OF BOARD in dispute between

United Towing & Salvage Co. Ltd., Montreal, P.Q.

and

Canadian Seamen's Union (TLC).

The Hon. HUMPHREY MITCHELL,
Minister of Labour,
Parliament Buildings,
Ottawa, Canada.

SIR:

The Board of Conciliation appointed by you in connection with the above matter has now heard the parties through their respective Counsel, taken communication of the written documents provided by Counsel, and deliberated.

It appears from both the verbal representations and the written memoranda submitted to the Board by Counsel on behalf of the parties to this dispute that the only issue between the Company and the Union concerns the question as to whether or not an original contract dated March 1, 1945, and which was by the sole operation of its terms renewed for the year 1946, was again renewed in the same way for 1947.

The following clause is contained in the above mentioned contract of March 1, 1945, to wit:—

This agreement shall be in force until the first day of March, 1946, and thereafter shall be automatically renewed from year to year, unless in any year at least sixty (60) days before the 1st day of March, either Party shall furnish the other with notice of termination or of proposed revision of or addition to any provision hereof. In such event, negotiations on any such proposals, revision or addition shall take place between the parties within thirty (30) days of such notice, all provisions not so terminated or proposed to be revised or added to, to continue in force and effect.

On December 15, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: His Honour Judge Honoré Achim, Montreal, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, C. G. Quinlan and Alex Gauld, both of Montreal, appointed on the nomination of the employer and employees respectively.

Counsel for the Union produced into the record as Exhibit U-2 the following telegram:—

October 17, 1946.

United Towing & Salvage Co. Ltd.,
635 Common St., Mtl.

Our representative in Fort William contacted your Mr. Mutch without any results in regard to tugs and barges your Company operates at Fort William. We therefore serve notice of ten days to your Company to make the necessary arrangements to introduce the 8 hours and complete agreement with our Union or we will be compelled to take economic action.

C. SAURAS,
Nat'l Director of Organization,
Canadian Seamen's Union.

and also produced into the record copy of the following letter:—

February 5, 1947.

United Towing & Salvage Co. Ltd.,
635 Common Street,
Montreal, Que.

DEAR SIRS:

I have been instructed by the Executive of the Union on behalf of the membership

working aboard your ships at the Lakehead to write to you and ask that you enter into negotiations with the Union to complete an agreement in line with the agreement that other companies have signed on the Great Lakes. May I remind you that the agreement expires on March 1st and we would like you to enter into negotiations before that time.

Awaiting your reply at your earliest possible convenience, I remain,

Yours very truly,

(Signed) T. G. McMANUS,
National Secretary.

It appears that at the time that the above mentioned telegram of October 17, 1946 was sent, there was some unrest among employees of various navigation companies operating in the Great Lakes. Counsel for the Union stated that according to the information which he received, a strike of the employees of the United Towing & Salvage Company Limited had taken place. Counsel for the Company stated that in accordance with his instructions, no strike had taken place in so far as the employees of the United Towing & Salvage Company Limited were concerned. Neither party offered any evidence on this point which the majority of the Board considered irrelevant to the issue involved in the present dispute, to wit: Whether or not the contract of March 1, 1945 is still binding upon the parties.

The contract sets forth the terms and conditions of the relationship between the Company and its employees for the duration of its term or any renewal thereof.

This contract specifically states in the above quoted paragraph No. 14 that it shall be automatically renewed from year to year, unless in any year at least 60 days before the 1st day of March, either party shall furnish the other with notice of termination or of proposed revision or addition to any provision thereof.

Can the telegram of October 17, 1946, quoted above, be construed as notification of termination or revision or addition to the provisions of this contract? The majority of this Board cannot reach any other conclusion but that this telegram, by its express wording, had no reference to the above mentioned contract between the parties, but was of a mandatory nature, demanding that the Company, within ten days, accede to certain demands on the part of the Union. This telegram called for a change in the relationship between the parties within the specified period of ten days. It did not, in any way, even remotely, ask for a revision of the contract when it had expired. Therefore, the majority of this Board cannot construe the telegram of October 17, 1946 as being

notification of termination or revision of the contract between the parties.

It has been argued on behalf of the Union that this telegram, coupled with the above quoted letter of February 5, 1947 should be interpreted as notification within the purview of paragraph 14 of the contract. The majority of this Board cannot come to this conclusion in view of the fact that they, as already stated, do not consider the telegram of October 17, 1946 as in any way, even remotely, connected with the contract between the parties, and the letter of February 5, 1947 is patently insufficient notification in view of paragraph 14 of the agreement between the parties, which calls for at least 60 days' notification of termination or revision.

The majority of this Board has come to the conclusion that neither the telegram of October 17, 1946 nor the letter of February 5, 1947 complied with either the express terms of the agreement between the parties, nor the spirit of this agreement which called for the relationship between the parties to remain in effect from year to year until such time as either party notify the other 60 days in advance of the termination of the agreement that they did not wish to continue with present conditions in any succeeding year.

This agreement gave security to the members of the Union inasmuch as it provided for fixed conditions of employment for the duration of the contract, or any automatic renewal thereof. Both the letter and the spirit of the agreement provided for no abrupt change in the contract, but allowed either party to make a new or revised contract for any succeeding year.

The majority of this Board feels that if they were to reach any other conclusion than they have that they would be making a decision which is contrary to the very commendable system of contracts between employers and employees.

The whole respectfully submitted.

(Sgd.) HONORÉ ACHIM,
Chairman of the Board.

(Sgd.) C. G. QUINLAN,
Member of the Board.

Minority Report

To:

The Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

The Union contends that the Company is in default to negotiate a contract for the shipping season of 1947.

The Company takes the position that the Union did not comply strictly with the requirements of the section in the contract between the parties dated March 1, 1945, which provides that sixty days' notice of termination must be given before March 1 of any year, otherwise the contract is automatically renewed.

In my opinion, the Company received adequate notice of the termination of the contract.

The employees of the Company participated in the general strike which took place in the spring of 1946 in lake-shipping. They went back to work after the strike and, in common with employees of other companies, anticipated that improved working conditions would result.

In fact, since then, the unlicensed personnel of all companies in the Great Lakes represented by the Canadian Seamen's Union, except those of the present company, have enjoyed the eight-hour day in place of the twelve-hour day and have improved working conditions.

In addition, the Union notified the Company by telegram dated October 17, 1946, to enter negotiations with a view to amending the contract and to introduce the new working conditions prevalent amongst the employees of other companies. The Company takes the position that this telegram is not adequate notice under the terms of the contract of March 1, 1945.

It is true that the telegram called upon the Company to negotiate within ten days and, in strict compliance with the terms of the contract, the Company was not under obligation to negotiate until January 1, 1947.

In fact, the Union did nothing after dispatching the telegram to oblige the Company to negotiate within the proper term. In my opinion, this telegram was adequate notice to the Company and expressed clear intention to terminate the contract. The Company was therefore in default to negotiate a new contract to take effect as of March 1, 1947.

The complete correspondence between the parties filed before the Board persuades me that the objection now raised by the Company is an afterthought.

The Company claims that in fact its employees did not go out on strike in 1946. This is disputed by the Union representative who was present during the strike period at Port Arthur, which is the local of the Company's operations. Even if we are to accept the Company's version of the facts, the telegram of October 17, 1946 can have no meaning unless it is treated as a notice of termination.

It is my understanding that it is the function of the Board of Conciliation to do everything possible and reasonable to maintain harmonious relationships in industrial matters and to make recommendations not according to a narrow interpretation of legal principles but in a spirit of equity that will tend to maintain and further industrial peace. It seems to me that members of a Board who have legal training should guard against judging issues solely according to legal rules and maxims.

In this case, in my opinion, it would be an injustice to absolve the Company from all responsibility for failing to negotiate a new contract on the pretensions that it has advanced.

It has been suggested that in any event, the matter cannot be solved in a practical way since the 1947 shipping season is now finished. The Union has answered this by pointing out that in many cases with other companies where a change has been made from a twelve-hour day to the eight-hour shift and where because of physical conditions it is actually impossible to introduce the change in hours, compensation was made by an adjustment in wages paid.

I see no reason why a similar arrangement cannot be made by this Company to cover the season of 1947. I would strongly recommend that the Company enter negotiations with the Union to bring the conditions of employment of its personnel more into line with conditions generally prevailing in the shipping industry in the Great Lakes.

The whole respectfully submitted.

(Sgd.) ALEX GAULD,
Member.

Montreal, December 9, 1947.

Appointment of Industrial Disputes Inquiry Commissions Under Wartime Labour Relations Regulations

The Shipping Federation of Canada
and

The Shipowners' Association (Deep Sea) of British Columbia.

The December issue of the *LABOUR GAZETTE* reported the appointment of the Hon. Mr. Justice D. A. McNiven, of Regina, as an Industrial Disputes Inquiry Commissioner to deal with disputes between the above associations of employers in the deepsea dry cargo shipping industry and the Canadian Seamen's Union representing the unlicensed crew members of Canadian deepsea vessels, the Canadian Merchant Service Guild representing deck officers, the National Association of Marine Engineers of Canada representing engineer officers, and the Canadian Communications Association representing radio officers. The same issue also contained an outline of the provisions of a new collective agreement covering unlicensed seamen which was agreed upon on November 28 after conferences presided over by the Commissioner, and signed on December 18.

On November 29 the Commissioner entered into negotiations with representatives of the three officers' unions and of the 27 Atlantic and Pacific Coast shipping companies affiliated with the employers' associations. Substantial progress towards new agreements covering the licensed employees was made, but a deadlock over certain issues developed about December 13. Efforts to break the impasse failed and on December 17 the Commissioner adjourned the negotiations in order to permit the parties to consider their respective positions. Complaints were promptly made by members of the unions' joint negotiating committee that the adjournment was unwarranted and arbitrary, and a campaign was launched for the apparent purpose of influencing the future course of negotiations.

Representatives of the officers' unions left Montreal to visit Atlantic ports, and one was quoted as stating that it was planned to stop all shipping to and from Canadian ports. A meeting of ships' officers then in port at Halifax was held on December 21. On the following day the Montreal Shipping Company received verbal resignations from practically all of the officers of three vessels which it had

in port at the time. The resignations were confirmed by letters the next day, the reasons given being that the men had no "union security" and that a new agreement had not been signed. One of the vessels involved was in dry dock with only a skeleton crew aboard, but the other two ships had signed on full complements of officers and crews in preparation for new voyages. Accordingly, the resignations were refused by the Company, and on December 24 the officers of the two vessels preparing to sail informed their masters that they would carry out the provisions of their ships' articles for their duration.

In the meantime, word was received from spokesmen of the three officers' unions at Vancouver that it had been decided that, as from December 23, no officer personnel would sail aboard deepsea vessels from their present West Coast ports until a new collective agreement was concluded, or until there was some proof that one was forthcoming. It was stated that the officers would stand by their vessels and fulfil their normal duties other than sailing.

On December 23 the Minister of Labour notified the West Coast representatives of the officers' unions by telegram that in view of the Commissioner's untiring efforts and the substantial progress made prior to the adjournment for the holiday season, he regarded as most arbitrary and unreasonable the action of their respective organizations in deciding upon a disruption of overseas shipping. The Minister expressed the hope that upon reflection the membership of the unions, having in mind their position as the executive branch of marine operations with historical and traditional responsibilities, would reconsider their position and follow orderly collective bargaining procedure in accordance with Canadian law. He also gave assurance that the Commissioner would resume negotiations early in the New Year provided there was no interruption of operations in violation of the law.

Another telegram was despatched on December 26 by the Minister of Labour

to representatives of the three unions who were then active in East Coast ports. The Minister stated that he had received information that union representatives were influencing and advising ships' officers in Atlantic ports to withdraw or resign from service. The Minister described such action as constituting, in effect, repudiation of ships' articles in violation of the Canada Shipping Act and also as a violation of the Dominion's collective bargaining legislation. If, on investigation, this information proved to be correct, the Minister warned that it would be his duty to request the Commissioner to postpone further attempts to secure a renewal of collective agreements until such time as all illegal actions ceased.

The replies of the union representatives on the East Coast were to the effect that they were not indulging in any illegal actions, but were reporting to their members concerning the negotiations with the shipowners and the adjournment of the Commissioner's hearings. They pointed out that two ships which had signed on a full complement of officers had sailed, and claimed that, where a full complement was not signed on, neither the unions nor the Department of Labour had "the power to order men to sea."

Throughout the last week of December, officers of the Department of Labour in Ottawa and on both Coasts were unremitting in their efforts to prevent a general tie-up of overseas shipping.

On the Pacific Coast, where a number of ships' officers had been logged for alleged breaches of the Canada Shipping Act, an Industrial Relations Officer stationed in Vancouver made repeated attempts to persuade the officers to abandon their policy of refusing to sail without a collective agreement.

On December 29 it was reported that court action had been taken by West Coast shipowners against sixteen officers of the ss. *Seaboard Star* and ss. *Seaboard Pioneer* at Port Alberni and Vancouver for "wilful disobedience to the lawful commands of the ships' masters" contrary to the provisions of the Canada Shipping Act. The charges were not pressed and hearings were stayed from time to time to give the employees concerned an opportunity of changing their attitude.

After several meetings of the officers' committee at Vancouver, it was decided

to take a ballot of all the officers affected on the West Coast in order to find out the opinion of the employees themselves regarding a proposal to lift the "ban" on sailing, providing the operators would give assurance that log entries concerning breaches of discipline would be cancelled and that court charges would be withdrawn. Various proposals and counter-proposals concerning the cancellation of log entries and court proceedings had already been exchanged between the parties, with the Vancouver representative of the Department of Labour acting as intermediary, and on January 2 the Shipowners' Association (Deep Sea) of British Columbia made an offer that "provided the ships sail forthwith, the masters may, following their prerogative under the Canada Shipping Act, upon the subsequent good behaviour of the officers concerned, cancel the log entries in question." On the same day it was learned that a majority of the officers had voted to withdraw the ban on sailing, but instructed their representatives to secure a more definite statement from the operators concerning log entries and charges under the Canada Shipping Act. Some difficulty was encountered in arranging satisfactory assurances in this connection, but by January 4 arrangements for the withdrawal of court charges had been completed, and all ships with immediate sailing orders had cleared port.

On January 5 the Minister of Labour notified the Unions and the employers' associations that the Commissioner would resume sittings of his commission at Montreal on the 8th of January.

As the *LABOUR GAZETTE* went to press it was reported that a movement was under way on the West Coast to have instructions sent to the joint negotiating committee to discontinue the policy of advising officers to refuse to sign ships' articles and to concentrate on the sole objective of bringing about a new agreement. This move, which was reportedly intended to counteract the situation on the Atlantic Coast where the policy of "no contract—no work" had been "re-endorsed" on December 30, proved to be unnecessary as the negotiating committee itself recommended prior to the resumption of the Commission's hearings that the officers should sign articles and sail pending the final outcome of the negotiations.

Conciliation Work of the Industrial Relations Branch During December, 1947, Under the Conciliation and Labour Act

Officers of the Industrial Relations Branch dealt with 6 industrial disputes during the month of December, involving 1,872 workpeople employed in 34 separate establishments. Of these, four were new disputes which originated during the month and two were situations which had been unterminated as of November 30, and received further attention in December. These disputes were dealt with under the provisions of the Conciliation and Labour Act. They were thus distinct from and in addition to the conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

A statistical analysis of the cases handled during the month is given below.

Industries

<i>Mining and Smelting, etc.</i>	
Coal Mining	1
<i>Transportation and Public Utilities</i>	
Water	3
Miscellaneous	2

Nature of Dispute or Situation

Strike or Lockout.....	2
Threatened strike	1
Controversy	2
Arbitration	1

Predominant Cause or Object

Increase in wages	1
Increase in wages and other changes.	1
Other causes affecting wages and working conditions	1
Other union questions.....	1
Unclassified	2

Disposition

Strike terminated by mediation...	2
Controversy terminated by mediation	1
Decision rendered in arbitration...	1
Referred to IDI Commissioner under P.C. 1003	1
Dispute lapsed; no further action required	1

Method of Settlement

Conciliation or mediation.....	3
Arbitration	1
Investigation only	1
Settlement pending	1

A brief summary of one case of particular interest follows:—

Merchant Seamen, Halifax, N.S.

International political considerations played a prominent part in a situation with which the Department of Labour was called upon to deal during the month of December. When the ss. *Islandside* docked at Halifax on December 22, 1947, the crew was paid off and a new set of ship's articles was opened by the master of the vessel. At the same time the Atlantic Shipping Company Limited, as agents for the Andros Shipping Company Limited, the owners of the vessel, provided the patrolman (shore delegate) of the Canadian Seamen's Union with a list of the unlicensed personnel required for the next voyage. It was understood by those concerned that all of the licensed officers and most of the unlicensed personnel would sign on new articles.

The employers then proceeded to try to load a part cargo of ammunition to be shipped to the Government of China. However, the unlicensed employees all refused to resign on ship's articles or to take part in the loading of the vessel. It was announced by an official of the Canadian Seamen's Union that the union's members would refuse to sail if the ss. *Islandside* loaded ammunition bound for China. (Most of the ship's officers also refused to sign new articles, but their refusal was connected with a dispute concerning the negotiation of new agreements, as reported elsewhere in this issue in the article on the appointment of Industrial Disputes Inquiry Commissions under Wartime Labour Relations Regulations, P.C. 1003.)

The name of the vessel and the listing of crew requirements were posted in the Seamen's Hall, and repeated applications were made to the Canadian Seamen's Union for the provision of a new crew, as called for under the terms of the collective agreement, but without success. Officers of the union stated that they were prepared to provide enough engine room employees for maintenance purposes, and also agreed to permit the maintenance men

to keep steam up for loading providing no ammunition was loaded for China.

The Shipping Federation of Canada then made a complaint to the Department of Labour on behalf of the shipowners, that the action of the Canadian Seamen's Union contravened the provisions of the collective agreement reached between the union and the operators on November 28, 1947, and signed on December 18, 1947. Under the terms of the collective agreement the employers gave preferential hiring rights to the Canadian Seamen's Union, in recognition of which the union undertook to make satisfactory personnel available at all times.

On December 26, the Minister of Labour sent a telegram to the president of the Canadian Seamen's Union stating that his attention had been drawn to the refusal of the union's members to sail if the vessel was loaded with ammunition bound for China and to the violation of the hiring provisions of the collective agreement between the union and the deepsea shipowners. The Minister pointed out that any such violation of a collective agreement was also a violation of the existing collective bargaining laws of the Dominion, and he called upon the Canadian Seamen's Union to carry out the terms of its agreement.

In reply, the president of the Canadian Seamen's union maintained that the Minister of Labour was misinformed regarding the situation. He stated that the union's office at Halifax had requested seamen to man the ship and that the order was still on the despatch board in the union's hall, but that the jobs were not being taken by the seamen. Directing the Minister's attention to the preferential hiring and grievance procedure clauses of the collective agreement, the union's president claimed that no violation had been committed under the terms of the agreement.

On December 29 the Minister of Labour again wired the president of the Canadian Seamen's Union referring to his previous telegram calling upon the union to carry out the terms of its agreement by supplying the necessary unlicensed personnel to the ss. *Islandside*. The Minister pointed out that the reply of the union's president referred to sections of the collective agreement which dealt only with the method of recruiting seamen and the procedure for handling grievances, and that these articles had no relevance to the issue. The union had assumed the obligation to supply unlicensed personnel to the owners of the vessel, but in this instance, it had refused

to make unlicensed personnel available because of the nature of some of the cargo and its destination. The Minister made it plain that there was no provision in the collective agreement which gave the union the right to refuse to supply personnel on such grounds.

On January 2 the National Secretary of the union informed the Minister of Labour that the union had instructed the seamen to man the ss. *Islandside*. At the same time, he claimed that because of the nature of the cargo, the seamen were asking the Canadian Government for \$10,000 life insurance for each man, and for hospitalization and compensation if they were wounded or otherwise disabled.

The reply of the Minister of Labour to the suggestion that the Government should provide for life insurance, hospitalization and compensation in the event of disability through accidents, was that the recently signed agreement between the Canadian Seamen's Union and the shipping operators made provision for the payment of punitive rates of pay when explosives were carried, for hospitalization and sick leave pay, as well as for special compensation for marine disasters. He pointed out that it appeared that, in negotiating the agreement, the parties had given full consideration to the hazard involved when ships engaged in carrying dangerous types of cargo, and that the Canadian Seamen's Union, in consummating the agreement, was satisfied with the terms and conditions agreed upon in that connection. He also stated that he had been informed that the type of cargo which the ss. *Islandside* proposed to carry had previously been judged by a Port Committee as not constituting a hazard within the definitions laid down in the collective agreement.

When the LABOUR GAZETTE went to press, the ss. *Islandside* was fully loaded and had obtained a full complement of unlicensed crew members. It was scheduled to sail on January 9, but this was still uncertain owing to the refusal of the ship's officers to sign articles until a collective agreement was consummated between the officers' unions and the shipowners.

A significant sidelight in connection with the *Islandside* case was a statement made during the course of the controversy by Mr. Percy R. Bengough, president of the Trades and Labour Congress of Canada, with which the Canadian Seamen's Union is affiliated. Mr. Bengough was quoted in the press as saying that he expected the Union to live up to its agreements and

that he did not believe that political questions should be involved in labour agreements. He added that "if they are refusing to man the ship because it is taking munitions to China and because that doesn't fit in with the Communist line, then I am very much opposed to their refusal."

A somewhat similar situation arose on the West Coast when an attempt was made in mid-December to ship to China a cargo of surplus arms and munitions aboard the ss. *Colima*. Various local individuals and organizations protested against the shipment, and picketing demonstrations occurred both while the vessel was in drydock for repairs and when it went to Ballantyne Pier for loading. While repairs were being made, the members of one local union refused to do any work on the ship and tried to dissuade the members of other shipyard unions who wished to undertake the work in fulfilment of the terms of their collective agreements. This situation resulted in a sharp reprimand being sent by the national executive of the Canadian Congress of Labour to the Vancouver Labour Council in a telegram reading as follows:—

"The officers of the Congress are informed that the officers of Vancouver Labour Council have engaged in attempt-

ing to prevent members of Congress Unions in the shipbuilding industry from adhering to the terms of their collective agreements.

"We are further informed that officers of the Vancouver Labour Council are assisting in the picketing of the steamship *Colima* and otherwise are engaged in activities that would lead to this ship not being loaded or allowed to sail with a cargo.

"The Canadian Congress of Labour will not tolerate the officers of any labour council or other branch of the Congress preventing members of our unions from adhering to the terms of their collective agreements, and we hereby instruct you to desist forthwith from such completely unwarranted activities for which your Council has not authority."

Generally speaking, the instructions of the national officers of the Canadian Congress of Labour had the desired result in so far as organized labour was concerned. However, the Chinese Government cancelled its charter of the ss. *Colima* on December 24. A second ship, the ss. *Lake Okanagan* of the Canada Shipping Company was then secured and loading of the cargo of arms and munitions commenced on December 30 without opposition. The vessel sailed for China on January 2.

COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

Recent Collective Agreements

A file of collective agreements is maintained in the Research and Statistics Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Metal Products

SYDNEY, N.S.—THE DOMINION STEEL AND COAL CORPORATION, LIMITED (SYDNEY STEEL PLANT DIVISION) AND UNITED STEELWORKERS OF AMERICA LOCAL 1064.

Supplemental agreement of September 25, 1947, to agreement of February 6, 1947 (L.G., April, 1947, p. 541), amends the following—

Wage rates: effective week commencing September 28, 1947, the scale of wage rates in effect (under February 6, 1947 agreement) shall be increased by 6 per cent to the nearest half cent per hour, with a minimum increase of 5 cents per hour. All tonnage and bonus rates shall be calculated at a straight 6 per cent increase.

Statutory holidays: 3 of the statutory holidays are to be paid holidays for employees regularly scheduled to work on these days provided they work on the last scheduled working day prior to, and the first scheduled working day after the holiday.

BEDFORD, P.Q.—THE TORRINGTON COMPANY, LIMITED, AND THE NATIONAL UNION OF NEEDLE WORKERS, LOCAL No. 1.

Agreement to be in effect from November 10, 1947, to November 9, 1948, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect (L.G., Sept., 1946, p. 1245), with the following changes and additions—

Check-off: The company agrees to deduct union dues monthly from employees who so authorize on an irrevocable basis and to remit same to the union.

Hours of work remain at 50 per week except during June, July and August when the 5-day week of 45 hours shall be worked. Time and one-half shall be paid for work in excess of 45 hours during these 3 months. Two paid holidays are now included in the 10 specified holidays allowed.

Vacation: the plant will close for 2 weeks during the summer. Employees with one year's continuous service with the company shall receive one week's pay. Employees with 5 or more years' service shall receive 2 weeks' pay. Employees with 3 months' service but less than one year shall receive

one-half day's pay for each calendar month worked. All employees must return to work immediately after the vacation period or be liable to a penalty unless they have a legitimate excuse acceptable to the company.

Hourly wage rates: minimum hiring rates for males 21 years or over shall be 50 cents, for females and males under 21 years 40 cents. All hourly rated male employees receiving less than 65 cents per hour shall be increased by 10 cents per hour, those receiving from 65 cents to 90 cents per hour shall be increased 8 cents per hour and those receiving over 90 cents per hour shall be increased by 6 cents per hour. The piece work rates of male piece work employees where job average earnings are less than 85 cents per hour shall be increased on a scaled percentage based on 10 cents per hour, where job average earnings are between 85 and 95 cents per hour shall be increased on a scaled percentage based on 8 cents per hour and where job average earnings are between 95 cents and \$1.10 per hour shall be increased on a scaled percentage based on 6 cents per hour. The rates of female hourly rates employees whose rates are less than 50 cents per hour shall be increased 8 cents per hour and those whose rates are 50 cents and over shall be increased 6 cents per hour. The piece work rates of female piece work employees where job average earnings are less than 55 cents per hour and those 55 cents and over shall be increased on a scaled percentage based on 8 cents per hour and 6 cents per hour respectively. All averages are based on the six weeks' earnings preceding the date of the agreement.

OSHAWA, ONT.—GENERAL MOTORS OF CANADA LIMITED AND THE INTERNATIONAL UNION UNITED AUTOMOBILE AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 222.

Agreement to be in effect from November 15, 1947, to November 1, 1948 and thereafter subject to notice. A special agreement covering wage increases and certain statutory holidays with pay is effective from June 7, 1947. The company recognizes the union as the exclusive bargaining agent for all eligible employees. The company and the union agree there shall be no discrimination against any employee because of his race, colour or religious creed, or because of his membership or non-membership in the union.

"Rand Formula": A compulsory check-off for the duration of the agreement as a condition of continuance in or entrance into the company's service shall be set up as of December 19, 1947. The amount to be deducted shall be such sum as may from time to time be assessed by the union on its members according to its constitution for general union purposes. It shall not extend to a special assessment (or to an increment in an assessment) which relates to special union benefits. It shall not include any entrance fee. Any employee shall have the right to become a member of the union by

paying the entrance fee and complying with the conditions and by-laws of the union.

"No strike general or partial, shall be called by the union before a vote by secret ballot supervised by an officer of the Department of Labour for Ontario appointed by the Minister of Labour for that province shall have been taken of all employees to whom the agreement applies and a majority voting have authorized the calling of a strike within two months from the balloting." The union shall repudiate any strike or other concerted cessation of work whatsoever that has not been authorized and called by the union by any group or number of employees and the union shall declare that any picket line set up in connection therewith is illegal and not binding on members of the union. Should the union violate either of the above conditions it shall be liable to the penalty of a suspension of the check-off, in the case of any unauthorized strike by the union or an unauthorized general strike or concerted cessation of work by employees which it does not repudiate or of a picket line in connection therewith in respect of which it does not declare, for not less than two and not to exceed six monthly deductions; and in the case of an unauthorized partial strike or cessation of work by employees, for failure to repudiate or declare, not less than one and not more than four monthly deductions. Employees participating in any such unauthorized strike or concerted cessation of work shall be liable to a fine of \$3 a day for every day's absence from work and the loss of one year's seniority for every continuous absence for a calendar week or part thereof.

Hours of work: 9 per day Monday through Thursday, 8 on Friday, a 44-hour week of 5 days.

Overtime: time and one-half for work in excess of the regular hours and for all work on Saturdays, Sundays and 8 specified holidays 4 of which are paid holidays for employees with 3 months continuous service with the company who were scheduled to work on such day and who work the last scheduled work day prior to and the first scheduled work day after the holiday. Power house employees working in necessary 7-day operations will be paid time and one-half only for time worked in excess of 8 hours per day or 48 hours per week. A 10-minute rest period for all employees will be given in the morning and in the afternoon conditional upon the rest periods being strictly adhered to and production maintained.

Wage rates effective June 7, 1947 (subject of hours and wages may be re-opened at the expiration of the present wage agreement, that is June 1, 1948): a general increase for all hourly rated employees as follows: adult male day workers receiving 94 cents per hour or less shall be increased by 10 cents per hour, all other employees on day work shall be increased by 9 cents per hour. Employees on incentive pay operations shall receive an increase of 7 cents per hour on base rate. All new employees shall be paid at the rate of 5 cents per hour less than the standard rate for their respective classifications until the first pay after their 30-day probationary period. The practice of paying a five-cent premium for night shift work will be continued.

Seniority rights begin when an employee has completed 6 months' work with the company within a period of 24 consecutive months and without a break in his service caused by quitting, discharge, absence for three days without satisfactory reason, failure to report for work within 5 days of notification (unless excused) or non-employment by the company for 18 consecutive months. Seniority shall be by non-interchangeable occupational groups within a department or by departments.

Lay-offs are to be divided into two categories: (a) those lay-offs considered by the company to be of a temporary nature, where it is intended that the jobs occupied by the employees to be laid off will be resumed at a future date; (b) lay-offs considered by the company to be of a permanent nature, where it is not intended that the jobs occupied by the employees to be laid off will be resumed at a future date.

In the case of temporary lay-offs, the temporary employees are to be laid off first before the regular employees. As between regular employees, the question of their order of lay-off shall be determined in accordance with their relative seniority in such non-interchangeable occupational groups or departments as the case may be. When it is evident to the management that a temporary lay-off will exceed three weeks, the following procedure will apply—no new employees to be engaged while regular employees are laid off; the negotiating committee and management will meet at once to determine the method by which the laid-off regular employees shall be absorbed. Any plan agreed upon will include the date upon which the plan will become effective. Rehiring after temporary lay-offs shall be as required for any non-interchangeable occupational group or department from regular employees of that group or department with greatest seniority, then those with less seniority and lastly the temporary employees from that group or department who had been laid off.

In the case of lay-offs considered to be of a permanent nature, seniority will be on a company-wide basis so that an employee with greater seniority shall be entitled to be re-employed by the company if he has greater seniority (company-wide) than another employee remaining in the employment of the company. The company agrees that any such laid-off regular employee will be recalled for other work within 3 days after being laid off—or should such lay-off involve more than 30 employees they will be recalled at a minimum rate of 30 employees per day. In the case of the facilitating of tooling, and such plant re-arrangements which might be necessary in the starting of production of new models or similar situations, the employee's length of service and seniority, as determined above, shall be given consideration, but the employee's skill and the training requirements of the job are also factors which shall be taken into consideration. Group leaders shall head the seniority lists in the occupational groups in which they are employed but when work is not available within their own occupational group they shall have no seniority preference. Committeemen for the purpose of representation will be continued at work when work is available within the zone they represent regardless of their seniority. For the purpose of representation the President

of the union will not be laid off while any employee covered by this agreement remains at work with the company at Oshawa.

Promotions within a department will be based primarily on merit and ability, but if these are equal, employees in the department with greatest seniority will receive preference.

Provision is made for an apprenticeship plan, and grievance procedure.

WINDSOR, ONT.—GENERAL MOTORS OF CANADA LIMITED AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 195.

Agreement to be in effect from November 10, 1947, to November 1, 1948 and thereafter subject to notice and wage agreement effective June 7, 1947. These agreements are similar to those of the same company and the union at Oshawa, Ont. and summarized above. One exception is that no apprenticeship plan is mentioned for the Windsor plant.

TORONTO, ONT.—JOHN INGLIS COMPANY LIMITED AND UNITED STEELWORKERS OF AMERICA, LOCAL 2900.

Agreement to be in effect from July 10, 1947, to July 9, 1948, and for an additional year unless notice is given by either party. This agreement is similar to the one previously in effect (L.G., June, 1947, p. 824), with the following changes—wage rates are increased.

Paid holidays are also increased from three to seven of the eight holidays granted during the year.

COLLINGWOOD, MIDLAND AND PORT ARTHUR, ONT.—THE COLLINGWOOD SHIPYARDS, LIMITED, MIDLAND SHIPYARDS LIMITED AND PORT ARTHUR SHIPBUILDING COMPANY LIMITED AND THE INDUSTRIAL UNION OF MARINE AND SHIPBUILDING WORKERS OF CANADA, LOCALS OF THE ONTARIO FEDERATION OF SHIPYARD WORKERS, No. 4 (COLLINGWOOD) No. 9 (MIDLAND) AND No. 11 (PORT ARTHUR).

Agreement to be in effect from November 1, 1947, to October 31, 1948, and thereafter from year to year subject to notice. Separate agreements with the above locals were in effect at the Midland Shipyards Ltd. and the Port Arthur Shipbuilding Company Ltd. (L.G., Aug., 1946, p. 1091). The new agreement is similar to the one previously in effect at Collingwood (L.G., Feb., 1947, p. 183), with the following changes and additions.

Union Shop: all present employees not union members shall become union members within 30 days as well as all new employees upon completion of 30 days' service with the companies. This replaces the maintenance of membership clause.

Wage rates shall be increased 5 cents per hour straight across the board retroactive to September 1, 1947, over the rates previously in effect in each shipyard.

Vacation has been increased to 2 weeks with pay for employees with 5 years' service with the company. (The five-year plan specifies the starting date as June 1, 1942.)

Holidays: Double time is to be paid for work on 6 specified holidays instead of 3 as formerly and time and one-half for work on 3 other holidays making 9 holidays in all instead of the 8 previously in effect.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning

this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the amendment of 14 agreements, the repeal of one agreement and the correction of 2 other agreements. These include the amendment of the agreement for the corrugated paper box industry for the province and the correction of the agreement for the men's and boys' clothing industry for the province in the *Quebec Official Gazette* of November 22, the amendment of the agreements for retail food stores at Quebec and for hospital and charitable institution employees in the Quebec district and a correction of the agreement for the corrugated paper box industry for the province in the November 29 issue and the amendment of the agreement for municipal employees at Jonquière in the issue of December 6. All the others are summarized below.

A request for a new agreement for clock-makers in the Drummond district was gazetted November 22. Requests for the amendment of the agreements for tannery employees in the province, for building trades at Hull and at St. Johns and Iberville and for the shoe industry for the province were published November 29. Requests for the amendment of the agreements for barbers and hairdressers at Joliette and in Missisquoi County, for building trades in Chicoutimi, for hardware and paint stores at Quebec and for garages and service stations in Montreal were all published December 6. Requests for new agreements for the embroidery industry in Montreal and for barbers and hairdressers at Victoriaville and for the amendment of the agreements for building trades at St. Hyacinthe and at Montreal were gazetted December 13.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Manufacturing: Vegetable Foods

BAKERS AND DELIVERYMEN, THREE RIVERS

An Order in Council, dated November 19, and gazetted November 29, amends the previous Orders in Council for this industry (L.G., June, 1945, p. 872; July, 1946, p. 930; June, 1947, p. 826, and previous issues). Effective October 6, 1947, minimum weekly wage rates for all classes are increased by \$4 per week over the rates paid from May 10, 1947, making the new wage scale as follows: first baker, first pastry-cook \$36 per week, second baker, second pastry-cook \$32, third baker and the other journeymen, third pastry-cook and the other journeymen \$29, apprentices from \$18 per week in first year to \$24 in third year.

Manufacturing: Fur and Leather Products

SHOE INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated November 12, and gazetted November 22, extends the term of the previous Orders in Council for this industry (L.G., Sept., 1946, p. 1247; Oct., 1947, p. 1473, Dec., p. 1802) to September 1, 1948.

Manufacturing: Printing and Publishing

PRINTING TRADES, QUEBEC

An Order in Council, dated November 27, and gazetted December 6, extends the term of the previous Orders in Council for this industry (L.G., May, 1946, p. 628; Nov., 1947, p. 1660, Dec., p. 1803, and previous issues) to February 1, 1948.

Manufacturing: Miscellaneous Wood Products

FURNITURE INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated November 19, and gazetted November 29, extends the term of the previous Orders in Council for this industry (L.G., April, 1946, p. 499; Jan.,

1947, p. 49, March, p. 370, April, p. 543, Oct., p. 1474) to March 2, 1948.

Manufacturing, Metal Products

GARAGES AND SERVICE STATIONS, MONTREAL

An Order in Council, dated December 10, and gazetted December 13, amends the previous Order in Council for this industry (L.G., March, 1947, p. 370) by providing for a change in the distribution of working hours for employees of gas and service stations, operated alone or with a garage, with an inside storing capacity of 3,000 square feet. This amendment also prohibits, except for certain exemptions approved by the Parity Committee, the selling, delivering or otherwise handling of gasoline and lubricants by any serviceman or artisan in gas stations, service stations and garages with an inside storing capacity of less than 3,000 square feet on Sundays, Christmas Day, New Year's Day and outside the specified hours.

Construction

BUILDING TRADES, THREE RIVERS

An Order in Council, dated November 27, and gazetted December 6, amends the previous Orders in Council for this industry (L.G., March, 1946, p. 317, Oct., p. 1444; March, 1947, p. 370, Nov., p. 1661, and previous issues) by increasing the hourly rates for carpenters-joiners (senior journeymen) and electricians (senior journeymen) from 85 cents to 90 cents in zone I and from 75 cents to 80 cents in zone II.

BUILDING TRADES, CHICOUTIMI

An Order in Council, dated November 12, and gazetted November 22, amends the previous Orders in Council for this industry (L.G., March, 1945, p. 349; May, 1946, p. 628, July, p. 930; Feb., 1947, p. 185). Other amendments to this agreement were published in the *Quebec Official Gazette* of March 29, May 10, June 14, October 11, and October 31, 1947. The classification of "millwright" is added to the wage scale with a minimum wage rate of 85 cents per hour in zone I, 80 cents in zone II and 70 cents in zone III.

BUILDING TRADES, ST. JOHNS AND IBERVILLE

An Order in Council, dated November 19, and gazetted November 29, amends the previous Orders in Council for this industry (L.G., April, 1947, p. 544) by excluding the county of Napierville from the territorial jurisdiction of the present agreement.

BUILDING TRADES, SOREL

An Order in Council, dated November 12, and gazetted November 22, amends the previous Orders in Council for this industry (L.G., Oct., 1946, p. 1446, Dec., p. 1773; April, 1947, p. 544, Dec., p. 1804, and previous issues). Vacation: every employee is entitled to one half-day off, with pay, per month of service for the same employer.

Wage rates for maintenance men employed in public or office buildings, apartments or dwelling houses, hotels, manufacturing establishments and stores are as follows: in the town of Sorel and municipality of the village of St. Joseph \$35 per week for journeymen, \$30 for unqualified labourers; in all other municipalities \$29.40 for journeymen, \$24.40 for unqualified labourers. However, main-

tenance men employed in industrial establishments are not governed by the present agreement as long as they are governed by another collective agreement whether or not extended under this Act.

BUILDING TRADES, MONTREAL

An Order in Council, dated November 19, and gazetted November 29, extends the term of the previous Orders in Council for this industry (L.G., Sept., 1946, p. 1252, Oct., p. 1447, Dec., p. 1774; March, 1947, p. 371,

May, p. 690, July, p. 1003, Sept., p. 1308, Nov., p. 1662) to March 1, 1948.

Transportation: Water Transport

LONGSHOREMEN (OCEAN NAVIGATION), QUEBEC HARBOUR

An Order in Council, dated December 4, and gazetted December 13, repeals the Order in Council making this agreement obligatory and amendment (L.G., Oct., 1942, p. 1211; June, 1945, p. 873).

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During November

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

During the month of November the Department of Labour prepared 32 fair wages schedules for inclusion in building and construction contracts proposed to be

undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 53 construction contracts were awarded by the various Government Departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other bona fide interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "minimum rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation".

(2) Contracts for the Manufacture of Supplies and Equipment

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation	4,033	\$2,757,975.00
Post Office	16	103,328.11
R.C.M.P.	2	24,325.00

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING NOVEMBER

CANADIAN COMMERCIAL CORPORATION

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Lachine, P.Q.....	Construction of married quarters, R.C.A.F. Station.	J. L. E. Price & Co., Ltd., Montreal, P.Q.	\$225,560.00	Sept. 27, 1947
Orleans, Ont.....	Erection of antenna masts...	Stanley G. Brookes, Esq., Ottawa, Ont.	8,500.00	Sept. 6, 1947
Port Arthur, Ont.....	Renewal of hardwood flooring on Main Floor in Armory.	Claydon Co. Ltd., Fort William, Ont.	8,995.00	Sept. 9, 1947
Regina, Sask.....	Interior and exterior painting	Messrs. Brock & Dalton, Regina, Sask.	5,800.00	Aug. 29, 1947
Kamloops, B.C.....	Resurfacing magazine roads, Inland magazine establishment.	Interior Contracting Co. Ltd., Penticton, B.C.	6,680.00	Aug. 19, 1947
Vancouver, B.C.....	Landscaping, fertilizing and seeding of grounds, Health and Occupational Centre, Burnaby Lake.	G. W. Ledingham & Co., Ltd., Vancouver, B.C.	8,560.00	Sept. 2, 1947

CENTRAL MORTGAGE AND HOUSING CORPORATION

Kitchener, Ont.....	Construction of houses.....	Hallman Construction Ltd., Kitchener, Ont.	122,520.00	Oct. 23, 1947
Kitchener, Ont.....	Construction of houses.....	Andrew Kraus, Kitchener, Ont.	95,574.00	Oct. 23, 1947
Kitchener, Ont.....	Construction of houses.....	S.W. Robb, Ltd., Kitchener, Ont.	265,746.20	Oct. 23, 1947
Kitchener, Ont.....	Construction of houses.....	C. A. Haffner, Waterloo, Ont.	59,401.00	Oct. 23, 1947
Welland, Ont.....	Construction of houses.....	Meldrum Construction Co., Toronto, Ont.	77,100.00	Sept. 18, 1947

NATIONAL HARBOURS BOARD

Three Rivers Harbour, P.Q.	Reconstruction of the face of Ste. Angele de Laval Wharf.	Rosaire Dufresne, Three Rivers, P.Q.	15,301.34	Sept. 19, 1947
Vancouver Harbour, B.C...	Resurfacing north approach, Second Narrows Bridge.	City Construction Co. Ltd., Vancouver, B.C.	1,700.00	Sept. 2, 1947

DEPARTMENT OF PUBLIC WORKS

Cape John, N.S.....	Construction of a breakwater	J. A. Urquhart Ltd., Parrsboro, N.S.	84,573.97	Sept. 30, 1947
Saint John, N.B.....	Alterations to Income Tax Offices—elevators, fire escapes, etc. Post Office Building.	Mooney Construction Co., Saint John, N.B.	66,673.00	Nov. 1, 1947
Glace Bay, N.S.....	Alterations, additions, repairs, painting, roofing, etc., to the Public Building.	R. F. Peach, Esq., Port Morien, N.S.	15,170.00	Sept. 22, 1947
Halifax, N.S.....	Interior painting at Old Post Office Building.	Salsman & Sons Ltd., Halifax, N.S.	5,354.00	Oct. 3, 1947
Inverness, N.S.....	Maintenance of harbour entrance.	Messrs. A. J. Campbell, J. A. Campbell, A. J. McIsaac, Inverness, N.S.	27,950.00	Aug. 9, 1947
Inverness, N.S.....	Breakwater repairs at Little Judique Ponds.	Messrs. A. J. MacDonald, D. A. MacIsaac, Frank Tracey, Little Judique, N.S.	9,304.00	Sept. 4, 1947
Newellton, N.S.....	Wharf repairs.....	Messrs. Lloyd G. Smith & Murray H. Smith, Port Hood Island, N.S.	19,750.96	Oct. 1, 1947
Cap Chat, P.Q.....	Wharf extension.....	Messrs. J. G. Russell, L. Landry, E. Jourdain & E. Pelletier, Cap Chat, P.Q.	603,079.00	Sept. 3, 1947
Gascons Ouest, P.Q.....	Reconstruction of jetties (Anse la Barbe).	Bert Dimock, New Richmond West, P.Q.	58,164.00	Aug. 27, 1947
Entry Island Magdalen Islands, P.Q.	Construction of a wharf.....	E. A. Gaudet, Havre Aubert, P.Q.	33,171.00	Aug. 21, 1947
St. Charles, P.Q.....	Wharf reconstruction.....	Lucien Lachapelle, Sorel, P.Q.	37,572.50	Sept. 3, 1947
Thetford Mines, P.Q.....	Repairs to old Post Office Building.	Amedee Laflamme Enrg., Thetford Mines, P.Q.	8,892.00	Aug. 15, 1947
Belle Ewart, Ont.....	Repairs to wharf.....	R. A. Blyth, Toronto, Ont..	15,809.50	Sept. 8, 1947
Hamilton, Ont.....	Harbour improvements; extension of Catherine Street Wharf.	Russell Construction Co., Ltd., Toronto, Ont.	123,742.67	Aug. 26, 1947
Kingsville, Ont.....	Harbour repairs and improvements.	Canadian Dredge & Dock Co., Ltd., Toronto, Ont.	12,354.60	July 16, 1947
Ottawa, Ont.....	Repairs and maintenance at National Research Council Building.	Mr. H. Dagenais, Ottawa, Ont.	118,140.00	Nov. 20, 1947
Rockcliffe, Ont.....	Alterations and additions to R.C.M.P. Hangar.	Mr. J. E. Copeland, Ottawa, Ont.	24,900.00	Aug. 21, 1947

DEPARTMENT OF PUBLIC WORKS—*Concluded*

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
St. Williams, Ont.....	Repairs to wharf.....	R. A. Blyth, Toronto, Ont..	9,883.60	Aug. 5, 1947
Uplands, Ont.....	Repairs, etc., No. 8 Building	Doran Construction Co., Ltd., Ottawa, Ont.	9,900.00	Oct. 30, 1947
Matlock, Man.....	Reconstruction of a break-water.	Nelson River Construction Ltd., St. Boniface, Man.	85,140.00	June 16, 1947
Mill Creek, Man.....	Reconstruction of dam.....	Richard Desilets, Elie, Man.	7,510.00	Sept. 11, 1947
Fort Qu'appelle, Sask.....	Construction of a power plant	Messrs. P. W. Graham & Sons Ltd. Moose Jaw, Sask.	187,066.00	Oct. 24, 1947
Calgary, Alta.....	Painting and decorating at Traders' Building.	William Sigalet & Co. Ltd., Calgary, Alta.	5,500.00	Oct. 17, 1947
Calgary, Alta.....	Alterations and repairs to Traders' Building.	William Thomas Scott, Calgary, Alta.	16,500.00	Oct. 17, 1947
Calgary, Alta.....	Laying linoleum, Traders' Building.	F. J. McIntyre & Co., Cal- gary, Alta.	9,840.00	Oct. 24, 1947
Bonson Road, B.C.....	Wharf reconstruction.....	Fraser River Pile Driving Co., Ltd., New West- minster, B.C.	8,123.95	Aug. 27, 1947
Ford's Cove, B.C.....	Construction of a breakwater and float.	Pacific Pile Driving Co., Ltd., Victoria, B.C.	12,965.00	Oct. 3, 1947
Fraser River, B.C.....	Improvements (Protection work on Lulu Island be- tween Canada Rice Mills and No. 9 Highway).	Gilley Bros., Ltd., New Westminster, B.C.	10,237.50	Aug. 26, 1947
British Columbia.....	Construction, in British Columbia, of ten wooden pontoons for the sand dis- charge pipe of Dredge P.W.D. No. 305.	Queensboro Shipyards, New Westminster, B.C.	9,250.00	*Sept. 10, 1947
Port Alberni, B.C.....	Harbour improvements Argyle Street Wharf.	Victoria Pile Driving Co., Ltd., Victoria, B.C.	20,850.00	Sept. 15, 1947
Port Alberni, B.C.....	Reconstruction of a 300 foot section of the wharf.	B. C. Bridge & Dredging Co., Ltd., Vancouver, B.C.	105,658.50	Dec. 1, 1947
Surge Narrows, B.C.....	Float renewals.....	Frank Gagne, Campbell River, B.C.	12,772.50	Sept. 27, 1947
Grenville, P.Q. and Hawkesbury, Ont.....	Dredging.....	Theode Robidoux, Yamaska East, P.Q.	40,676.88	*Nov. 5, 1947
Birch Island.....	Dredging.....	Russell Construction Co. Ltd., Toronto, Ont.	77,449.00	*Nov. 3, 1947
Honey Harbour.....				
Manitou.....	Dredging.....	North Western Dredging Co., Ltd., Vancouver, B.C.	184,800.00	*Nov. 26, 1947
Monument Chanell..				
Vancouver, B.C.....				

* The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

DEPARTMENT OF TRANSPORT

Kapuskasing, Ont.....	Construction of water and sewer services.	Klimack Construction Ltd., Swastika, Ont.	9,154.50	Oct. 9, 1947
Calgary, Alta.....	Construction of instrument landing facilities.	Dutton Brothers & Co., Calgary, Alta.	31,922.00	Sept. 5, 1947
Lethbridge, Alta.....	Construction of buildings for instrument landing facili- ties.	Alberta Construction Co., Edmonton, Alta.	21,663.00	July 24, 1947
Lethbridge, Alta.....	Grading, etc. for instrument landing facilities, Leth- bridge, Alta.	General Construction Co. (Alta.) Ltd., Lethbridge, Alta.	20,673.75	July 24, 1947
Vancouver, B.C.....	Extension and alterations to Radio Meteorological Building.	Smith Brothers & Wilson, Ltd., Vancouver, B.C.	113,998.00	July 8, 1947

LABOUR LAW

Labour Legislation in New Brunswick in 1947

The New Brunswick Legislature, in session from March 4 to April 25, 1947, enacted a law enabling the Government, temporarily, to seize and operate coal mines. Laws relating to workmen's compensation, factories and stationary engineers were amended. The Forest Operations Commission Act was repealed.

Coal Mines

An Act to empower the Crown to take possession of and operate coal mines temporarily provides that when the operation of any coal mine has ceased and the Lieutenant-Governor in Council considers its operation essential to the generation of electrical energy by the New Brunswick Electric Power Commission, he may, by order, declare the full and exclusive right to operate such mine to be vested in the Crown, and such Order shall be in force until revoked. A copy of any Order referred to above must be published immediately in the *Royal Gazette*.

After making such an Order, the Lieutenant-Governor in Council may appoint an administrator for the mine, engage the necessary agents and workmen and fix their remuneration.

The Crown is to pay compensation to the mine owner for any loss or damage incurred by the removal of coal and for the use of any works, plant, machinery and equipment employed in the production of coal. Expenses of operation of the mine are to be paid from the Consolidated Revenue Fund of the Province.

Workmen's Compensations

The section of the Workmen's Compensation Act was revised which deals with recovery of fees or charges for medical aid furnished by the Board. It now provides that no action for such recovery may be brought against the Board unless application for payment is made in writing to the Board within 90 days after the medical aid has been completely rendered.

A further amendment in the Workmen's Compensation Act, to come into force on Proclamation, raises the amount of average earnings on which compensation is based from \$2,000 to \$2,500.

Factories and Steam Boilers

The Factories Act was amended to raise the minimum age for employment and

to provide for medical examination of employees.

In factories, laundries and dry cleaning establishments, shops, hotels and restaurants, places of amusement and office buildings, the minimum age is now 16 instead of 14 years. The Minister may authorize exemptions to this prohibition.

As regards medical examination of factory workers, where the Minister of Labour, having reason to believe that any employee or employees are, or may be, affected with an industrial disease, he may give written order for such examination. "Industrial disease" is defined to include silicosis and any other disease declared by Order in Council to be such. "Medical examination" means a medical examination satisfactory to the Minister.

Where any person fails or refuses to undergo the examination when required, the operator of the factory may not continue such person in his employ until he has undergone the examination. The operator may not, without the consent of the employee, alter or prejudicially affect the status of an employee by reason of the results of any medical examination held under these provisions.

When the Minister considers it in the interest of the employees to do so, he may issue a written order that no person may be accepted for employment in a specified factory unless such person has undergone a medical examination for an industrial disease. Where such an Order has been issued, the operator of the factory may not accept for employment any person who has not undergone the examination.

A section added to the Stationary Engineers Act forbids any person to operate a Class A boiler plant unless he holds a valid first, second or third-class stationary engineer's licence.

Forest Operations

The Forest Operations Commission Act, 1924 was repealed with all amendments. The Act provided for a Commission to establish minimum wages for all operations carried on in the lumbering industry. Owing to the wages control policy of the Dominion Government no Orders were issued under the Act after 1942. In 1945 a new Minimum Wage Act was passed applying to all male and female workers except those employed by or under the

Crown or in a confidential or official capacity, or in agriculture or domestic service.

Credit Unions

The Credit Union Federations Act was amended regarding loans of money deposited with a federation by credit

unions holding membership in it. Such loans may be made not only, as formerly, to credit unions borrowing under the Credit Union Societies Act but also to associations incorporated under The New Brunswick Co-operative Associations Act and to such other associations as the Registrar may approve, as bona fide co-operative associations.

Recent Regulations Under Dominion and Provincial Legislation

DOMINION

Canada Shipping Act—Pilots

Pilots in the Restigouche River Pilotage District of New Brunswick, are to receive higher rates in order to offset the increased cost of living under an Order in Council (P.C. 4862) of November 28, 1947, gazetted December 10, which provides that the surcharge of 10 per cent added to pilotage dues in August, 1942 (L.G., 1942, p. 1045), is raised to 20 per cent.

PROVINCIAL

Apprenticeship regulations have been issued by Alberta, Quebec and Saskatchewan. In Alberta conditions regarding proficiency certificates for welders have been revised as to the date of expiration and the fee to be charged. Quebec has established an Apprenticeship Commission for the automobile trades in the Quebec District. Saskatchewan has made regulations governing the apprenticeship of natural gas and petroleum pipe-line fitters and tradesmen's certificates in these occupations.

In Quebec General Minimum Wage Order 4 has been renewed for sixty days and Special Orders have been renewed until May 1, 1948. Overtime arrangements for firemen and policemen in Quebec have been revised.

Alberta Welding Act

Journeymen welders' certificates of proficiency and special certificates are now renewable upon application between 60 and 30 days before the end of each year, instead of before the expiration of the certificate, as provided in the regulations of May 30, 1939, made under the Tradesmen's Qualification Act (L.G., 1939, p. 675).

Also amended is the section of the 1939 regulations governing fees for certificates. The fee for the journeymen gas or electric

welders' certificate has been reduced from \$10 to \$7.50; for the provisional certificate it remains at \$7.50; and for the special certificate the fee has been raised from \$5 to \$7.50. Special fees for both gas and electric welding certificates are no longer provided. A duplicate of any certificate may be obtained for \$2.

These amendments were made by Order in Council 1167 of November 10, gazetted November 29.

British Columbia Factories Act

Under Section 62 of the Act which provides for the proclamation of public holidays, December 26 has been so proclaimed for this year. The proclamation was made on December 6, gazetted December 11.

Quebec Apprenticeship Assistance Act

An Apprenticeship Commission of the Automobile Trades in the Quebec District was set up for the Counties of Quebec, Levis and Montmorency by Order 1979. An Apprenticeship Commission has power to arrange courses in apprenticeship, determine the conditions and length of apprenticeship in establishments within its scope; with the approval of the Council of Education, determine the theoretical and practical subjects of examination, and the grading of certificates. Subject to Order in Council, the Commission may make agreements with persons, associations or governments, regarding the training or re-training of disabled persons, including ex-members of the Armed Forces.

Quebec Minimum Wage Act—General

By Order in Council 2080 of December 18, gazetted December 27, the Special Minimum Wage Ordinances that are to remain in force have been renewed until May 1, 1948. They include the Orders

requiring time and one-half to be paid for overtime (L.G., 1946, p. 1276) and providing for a week's holiday with pay (L.G., 1946, p. 1105), and special wage ordinances covering the following: silk textile industry, cotton textile industry, charitable institutions and hospitals, the manufacture of full-fashioned hosiery, forest operations, and some others, chiefly occupations in a single area. General Order 4 covering all workers under the Act except those covered by special ordinances is renewed for 60 days from December 31, 1947. It had previously been extended by Order in Council of November 21, 1946 (L.G., 1946, p. 1834) up to January 1, 1948.

Other special wage ordinances issued from time to time which have been allowed to lapse include those dropped last year, such as the orders covering the shoe counter industry, the dairy industry, and orders applying in Quebec City to laundries, tailors, wholesale foodstuff, and upholstering industries and others. Earlier orders that were repealed by Order in Council of March 21, 1947 (L.G., May, 1947, p. 698) covered such industries as the manufacture of matches, wholesale butter and cheese, packing and grading of waste paper, laundries and dry cleaning in the Montreal district, etc.

Firemen and Policemen

By an Order of the Minimum Wage Commission, taking effect December 6, overtime provisions are clarified for firemen and policemen in the cities of Montreal and Quebec and their suburbs and in communities with a population of at least 10,000. On the average they must not work more than 72 hours in a week although hours in excess of this limit may be worked in one week so long as total hours for two consecutive weeks do not exceed 144.

In "extreme emergencies" these persons may work more than 144 hours in a fortnight, but, when they do, they are entitled to not less than one dollar per hour in addition to their regular hourly rate, as stipulated in an earlier Order. Firemen and policemen in these areas are entitled to a weekly rest of 24 consecutive hours.

These changes are effected by an amendment of October 10, gazetted December 6, which repealed Section 35 of General Ordinance 4 which had been amended on February 25, 1947 (L.G., May, 1947, p. 699) to require all agreements governing policemen and firemen in these places to provide for a weekly rest, and to prohibit a work-week of more than 72 hours without payment of the above special overtime rates.

Saskatchewan Apprenticeship Act

Regulations governing apprenticeship of natural gas and petroleum pipe line fitters have been issued by Order in Council 1870 of December 5, gazetted December 13.

The minimum age for entry into an apprenticeship contract which is necessary for every person going into the trade is 16 years. One apprentice may be employed to every journeyman so engaged. The term of apprenticeship is to be 4,000 hours, including the probationary period, provided credit is given for any specialized training the apprentice may have had. The normal work-week is governed by the Hours of Work Act, but is not in any case to exceed 48 hours.

Conditions governing examinations are set forth, including stipulations regarding applications for examination, the granting of certificates, etc.

Wages to apprentices must be at least 50 per cent of the journeyman's rate for the first six months, 55 per cent for the second six months, 60 per cent, 70 per cent, 80 per cent, and 90 per cent for the four succeeding half-years.

Every employer must forward to the Director from time to time such reports as are required. Periodic inspection into the progress of each apprentice will be made.

Any individual engaged in the trade of natural gas fitting must obtain a certificate of qualification from the Director of Apprenticeship or must carry an interim certificate if he is not fully qualified. If the certificate is not renewed for two consecutive years, it will be considered cancelled, and the holder can be considered in good standing only upon taking an examination.

Further amendments to the General Apprenticeship Regulations of April 12, 1946 (L.G., 1946, p. 833) are made by Order in Council 1871 of December 5, gazetted December 13. Sections have been added concerning tradesmen's certificates, and setting out the fees to be paid the Apprenticeship Board for the annual certificate of registration. The section regarding trade tests is not to be applied until there are sufficient qualified persons in the Province to form an Examining Board.

Saskatchewan Hours of Work Act

Persons engaged in harvesting ice from December 1 to March 15, 1948 may be employed up to nine hours in a day and 51 in a week without the payment of the statutory overtime rate of time and one-half which normally applies after eight

hours in a day or 44 in a week. This change was effected by O.C. 1836 of November 28, gazetted December 4.

Saskatchewan Trade Union Act

Fees to be paid witnesses to a hearing of the Labour Relations Board who live

within ten miles of the place of hearing are raised from one to two dollars by Order in Council 1873 of December 5, gazetted December 13 which amends the regulations of the Board established by Order in Council 1233 of August 6 (L.G., 1947, p. 1337).

Legal Decisions Affecting Labour

Quebec Court Holds Company Officer Responsible for False Statements In Report to Joint Committee

The Quebec Court of King's Bench (criminal side) on May 1, 1947, allowed the appeal of the Joint Committee of the Lithographing Industry against the dismissal by a Judge of the Sessions of the Peace of a charge laid by the Committee against a director and Secretary-Treasurer of Woodward Press Inc. The latter was charged with knowingly submitting a false report to the Joint Committee, an offence under the Quebec Collective Agreement Act. The defendant was fined \$200 and costs, plus \$75 for the Committee's counsel or, in default of payment, two months in jail. Mr. Justice Lazure did not concur in the claim of the company that in signing a report submitted to the Joint Committee, he was not responsible for the false statements in it.

The trial judge had dismissed the charge on the ground that it was not proved that the accused had transmitted the report.

The report contained incorrect information as to the occupational classifications of the workers in the company, some being assigned lower classifications than they actually had; some employees were omitted from the list.

As to the defendant's argument that he had nothing to do with the classification of the workers, that he only signed the report which was prepared by another officer of the Company, the Court remarked that such a claim could be raised in practically every case requiring a report to be signed by an officer of a company. If the officer is not informed concerning the statements signed by him, "Then so much the worse for him."

The main argument for the defence was that the complainant must not only prove a wrongful intent, but must prove that the accused knew the information he gave to the Joint Committee was false; the proof of an act of omission or simple negligence

would not be sufficient. The Court pointed out that in case of violation of these special laws it is not necessary to prove a wrongful intent on the part of the accused unless the actual text of the Act requires it. It must be shown, however, that the accused knew the report was false. This seemed clear to the Court. If the false statements contained in the report were only a matter of details, the Court declared, there would be reason to allow the accused the benefit of the doubt; but the errors seemed rather to be made with the object of concealing other infractions or to pay lower wages, in fact an organized system for contravening the collective agreement Order. *Comité Paritaire de l'Industrie de la Lithographie de la Province de Québec v. Philip* (1947), C.S. 303.

Alberta Appeal Court Holds Miners' Agreement Can be Terminated in Accordance with Statutory Provisions Regardless of Terms of Agreement

On December 17, the Alberta Court of Appeal, Chief Justice Harvey dissenting, allowed with costs the appeal of the United Mine Workers of America, District 18, against the decision of Mr. Justice Shepherd holding invalid notices given on September 3, 1947, by the Union to terminate, on November 1, its agreements with two mine operators' associations.

Notices of termination of the agreement were given by the president of District 18 to the two operators' associations on August 29 "in accordance with Section 61 (1) of the Alberta Labour Act, 1947". This notice was withdrawn, and on October 2, one year after the operative date of the agreement, a second notice of cancellation at the end

of two months, on December 3, was sent to the operators. No reference was made to the Alberta Labour Act in this second notice.

Meantime, however, certain coal companies, members of the associations, brought actions for, *inter alia*, a declaration that the first notices were null and void. These actions were superseded by others after the receipt of the second notices. By consent of the parties, an order was made to set down for trial the question as to whether the notices were valid and effectual to terminate the agreement.

The trial judge held that the agreements which were made on October 1, 1946, were not governed by the Dominion Wartime Labour Relations Regulations (P.C. 1003 and P.C. 6893) since these Orders were revoked as of March 31, 1947, by an Order in Council (P.C. 302) of January 30, 1947. Neither, in his opinion, were they governed, in respect of notices concerning termination, by the Alberta Labour Act which became law on March 31 last, after the agreements had been entered into.

As regards the Wartime Labour Relations Regulations, Mr. Justice Shepherd emphasized that they were made to meet a national emergency arising out of the war. He continued:—

It does seem to me that the provisions of these Orders in Council are ineffective in governing or controlling any of the provisions of the agreements in question in this action. Had Section 15 of P.C. 1003 been invoked before its repeal, it would be a different matter, but, having been passed to meet an emergency, I think it can be presumed that the emergency ceased to exist upon revocation. 2 (1947) WWR at 871.

Of the Appeal Court, all members, unlike the trial judge, considered that the agreements were governed by the law in force when they were made, that is, by the Wartime Labour Relations Regulations.

Chief Justice Harvey, however, in his dissenting opinion, stated that since the agreements themselves expressly stipulated that they should remain in force from October 1, 1946 to March 31, 1948, and that no notice of termination should be given or accepted by either party during the life of the agreement, the parties were bound by the agreement. The Regulations merely add to these provisions the stipulation that an agreement, expressed to run for more than one year, must contain, or be deemed to contain a provision for its termination on two months' notice at any time after one year. This statutory provision, he considered, conferred a right

on the parties of which they elected not to take advantage in drafting their agreement.

In reversing Mr. Justice Shepherd's decision, Mr. Justice W. A. Macdonald and Mr. Justice Ford agreed, with respect to this particular clause of the Regulations, that the stipulation requiring provision for termination on two months' notice was not left to the discretion of the parties to an agreement but that each party had the right after one year to cancel the agreement at any time by proper notice, that the parties could not "contract themselves out" of this provision. Both justices considered the stipulation in the miners' agreement that no notice of termination should be given during the life of the agreement was repugnant to "the imperative provision" of the Regulations. A somewhat similar provision is made by the Alberta Labour Act, 1947, the provincial statute, however, permitting notice of cancellation after ten months instead of one year. *Alexo Coal Co. et al v. UMWA District 18, and International Coal and Coke Co. et al v. UMWA District 18*. Supreme Court of Alberta, Appellate Division, December 17, 1947.

Quebec Court of Appeal Rejects Application of Teachers' Association for Enforcement of Arbitration Award

A unanimous judgment of the Quebec Court of Appeal rejected on October 15 two appeals of the Associations of Catholic Women Teachers of rural Districts 16 and 60 to compel the St. Athanase and St. Pascal School Boards to be bound by an arbitration award in a dispute regarding wages and working conditions.

In 1944 the St. Athanase Association was certified as bargaining agent for teachers in that school district. The Association, having failed to reach a collective agreement with the School Board, applied to the Minister of Labour for arbitration under the Public Services' Employees Disputes Act, 1944. An arbitration board made an award covering working conditions and a scale of salaries from \$640 to \$900 a year with an additional \$5 a month for teachers who looked after the school cleaning.

The School Board would not accept the award. The Association then applied to the Superior Court to have the award enforced in accordance with Article 4 of the Act and to have it given the status of a collective agreement. Article 4 states:—

Every dispute respecting conditions of employment between a public service and its employees shall be submitted to arbi-

tration in accordance with the provisions of the existing collective agreement, if any, between such public service and the representatives of such employees, if such agreement makes provision in that behalf, and, in every other case, according to the provisions of the Quebec Trade Disputes Act.

The arbitration award, whether unanimous or by majority, may be executed under the authority of a court of competent jurisdiction at the suit of an interested party or of the Labour Relations Board of the Province of Quebec which shall not be obliged to implead the party for whose benefit it is acting.

No arbitration award establishing conditions of employment shall bind the parties for a period of more than one year.

Mr. Justice Cousineau on April 1, 1946, dismissed the application on the ground that refusal to conclude a collective agreement was not a "dispute respecting conditions of employment" as stipulated in Article 4 or within the definition of "dispute" in the Trade Disputes Act. The School Board, in his opinion, lacked power to make a collective agreement. A collective agreement conforming to the terms of the arbitration award would be contrary to the Education Act which requires teachers to be hired by individual contract.

In Appeal Court, Mr. Justice Pratte pointed out that there was a difference between a collective agreement and a contract of hiring. The agreement does not replace the latter but only sets out certain conditions of work which govern the individual contract.

Concerning the question whether refusal to bargain constitutes a "dispute", Mr. Justice Pratte considered that the trial judge was mistaken in referring to the Trade Disputes Act rather than to the Labour Relations Act, 1944. It is the latter Act which requires employers to negotiate with the representatives of their employees with a view to concluding a collective agreement. This Act applies to school boards, with some modifications, by virtue of a provision in the Public Services' Employees Disputes Act. The conciliation and arbitration machinery provided by the Trade Disputes Act, however, is required by the Public Services' Disputes Act to be utilized in case of a dispute.

Respecting the Association's application for enforcement of the award, Mr. Justice Pratte declared a court action was not necessary to make the award legally binding. The conditions determined by arbitration are the conditions which, according to the Act, must apply, but the Act gives to every interested person the right to appeal to the Court if the award is not carried out. A practical consideration

tending to confirm this view was noted by Mr. Justice Pratte. The 1944 Act stipulates that no award is to remain in force for more than one year. If the award had to be confirmed by a court before it became binding, it would, in most cases, have expired before the decision could become effective.

It might be interpolated that since this action was instituted, the Progress of Education Act, 1946, has prohibited arbitration of disputes between teachers and school boards in rural areas.

On the question of the right of the Association to bring an action, Mr. Justice Bissonnette stated while the Association had a mandate under the Labour Relations Act to negotiate a collective agreement, and the employees were required to resort to arbitration by the Public Services' Disputes Act, he could not find in Article 4 of the latter Act, that the Association had itself power or the right to represent the teachers in a suit for the execution of the award.

As to the appellant's second petition that the award be established as a collective agreement, Mr. Justice Pratte made this statement:—

Now the arbitration award, I have already said, is equivalent to a collective agreement in so far as the determination of working conditions is concerned. The award which sets the conditions binds the parties. . . . As for saying that the award will have all the effects of a collective agreement, that is not possible. In fact, collective agreements may have effects which the arbitration award cannot have.

Association Catholique des Institutrices du District n° 16 Inc. v. Commissaires d'Ecoles pour le Municipalite de la Paroisse de St. Athanase (1947) Rapports Judiciaires, BR, 703.

Power to Direct Reinstatement of Dismissed Employees is a Judicial Power, not Exercisable by Labour Relations Board—Saskatchewan Provision Invalid

To be Appealed to Privy Council

That the Saskatchewan Labour Relations Board has no power to make an order requiring an employer to reinstate in his job a workman who has been dismissed, and that the Section of the Trade Union Act, 1944, purporting to confer such power is *ultra vires* the Provincial Legislature were the conclusions of the Saskatchewan Court of Appeal in quashing on December 15 orders of the Board which

directed the John East Iron Works Limited of Saskatoon to reinstate five men in their employment and to pay each of them \$200.80, the monetary loss suffered by reason of their dismissal. The judgment of the Court was given by Chief Justice Martin.

Leave to appeal the decision to the Judicial Committee of the Privy Council was granted on December 31 by the Chief Justice on the ground of its public importance and interest. The Labour Relations Board is required to post security for costs of \$2,500.

The orders of the Board were made on July 15 and filed with the Registrar of the Court of King's Bench in accordance with Secs. 5 and 9 of the Act. Sec. 5 (e) states that the Board shall have power to require an employer to reinstate any employee discharged contrary to the provisions of the Act and to pay the employee the monetary loss suffered as a result of his dismissal. Sec. 9 stipulates that orders or decisions of the Board must be filed with the Court within one week; they, then, become enforceable as a judgment or order of the Court.

Resulting from applications on behalf of the five men by the United Steel Workers, Local 3493, the orders of the Board were based on its findings that the Company had not proved that, in dismissing the men, it had not discriminated against them with a view to discouraging membership or activity in a labour organization. Such discrimination is described in the statute as "an unfair labour practice" and is subject to a penalty. Moreover, the Act, as amended in 1946, provides that if a trade union alleges that a member of the union was dismissed on account of his union membership or activity, it shall be so presumed unless the contrary is proved.

The company, in its notice of motion for an order for a writ of *certiorari* for the return of the five orders to the Court and for an order quashing them, contended: (1) that the orders showed that the Board erred in assuming that the only question in determining the monetary loss was the amount of wages the men would have earned in employment from May 23, the last day for which they were paid, to July 8, the date of the Board's order; (2) that the Chairman of the Board showed during the proceedings that he was "disqualified by reason of bias or a reasonable apprehension of bias from taking part in the inquiry and that such disqualification extended to the Board"; (3) that the Trade Union Act, in so far as it purports to make orders of the Board enforceable

as orders of the Court of King's Bench and to give the Board power to make orders for reinstatement, is invalid since it is

legislation setting up a Supreme, District or County Court, or a tribunal analogous thereto, the members whereof are not appointed by the Governor General in Council and as purporting to confer judicial powers on a Board not so appointed.

The first two arguments the Court found it unnecessary to consider.

The third argument, concerning the validity of the Board's powers, the Court held to be well-founded. While the Legislature has power, under Sec. 92 of the British North America Act, to constitute the Labour Relations Board to exercise administrative powers in relation to the Trade Union Act, which is a statute dealing with the civil rights of contract and of association and so within provincial powers, the Legislature cannot confer judicial powers on such a Board. Sec. 96 of the British North America Act requires judges of the Superior, District and County Courts to be appointed by the Governor General. These Courts, Chief Justice Martin pointed out

have always had jurisdiction in connection with the enforcement of contracts of hiring and awarding damages for the breaches thereof. In this province the Court of King's Bench is possessed of jurisdiction similar to that of the Courts referred to in Sec. 96.

As regards the power of the Courts in relation to the enforcement of contracts of hiring or breaches of such contracts, the Chief Justice stated:

It is the law of England and the law of this Province that an employee wrongfully dismissed may treat the contract of service as continuing and may bring an action against the employer under the general legal rule that an action will lie for the unjustifiable repudiation of a contract; in such an action the employee sues not for the services he has rendered but for injury he has suffered by reason of the discharge, and the measure of damages is his actual loss which may be much less than the wages he would have earned had he continued in his employment if other work might have been obtained, as he is bound to minimize his loss. The Courts have, however, refused to grant the specific performance of a contract of hiring and service, not because they have no jurisdiction to do so but because the relationship is of so personal a character that such contracts cannot be specifically enforced against an unwilling party with any hope of real success. . . . Counsel for the Labour Relations Board contended that because the Courts refused to grant specific performance of contracts for hiring that this was not a part of their judicial functions and that the Legislature

could validly confer upon the Labour Relations Board the power to require an employer to reinstate an employee. As pointed out above, however, the Courts do not refuse specific performance, because they do not possess jurisdiction to grant it but because of the personal relationship such contracts cannot be enforced with any hope of success. In earlier times the Courts in England appear to have made orders for specific performance of contracts of personal service. . . .

Concerning the powers given the Labour Relations Board, the Court continued:—

In my opinion the Legislature, by enacting section 5 (e) and empowering the Labour Relations Board to require an employer to reinstate an employee and also to require him to pay the employee his "monetary loss" has conferred upon the Board judicial functions which are exercised by the Courts, the judges of which are appointed by the Governor General under section 96 of *The British North America Act*. . . .

As authority for this opinion, Chief Justice Martin cited the decision in 1937 of the Ontario Court of Appeal, which was, in large part, affirmed by the Judicial Committee of the Privy Council, *in re the City of Toronto and the Township of York*. In this case the City appealed from an order of the Ontario Municipal Board which was made under the Ontario Municipal Board Act, 1932, and the Township of York Act, 1936, and which directed the City to permit examination of documents and inspection of the waterworks system and ordered the City Commissioner of Works to answer questions. The Township of York Act, Sec. 2, provided that either party to the agreement for the supply of water to the Township at a stated rate

may from time to time apply to the Ontario Municipal Board to vary the rates to be charged for water supplied by the said city Corporation under the terms of the said agreement or to settle any difference arising between the parties to the said agreement as to the construction thereof, or as to any matters relating to or arising out of the agreement, and the Ontario Municipal Board shall have jurisdiction to vary and fix the said rates, and to hear and determine any such application, and the decision of the said board of any such application shall be final and conclusive and shall not be subject to appeal. . . .

In his judgment in the *York Township* case, Chief Justice Rowell, in the words of Chief Justice Martin,

after referring to the jurisdiction of the Province to create Courts and to that of the Dominion to appoint the judges thereof stated that the success of the system depended upon the faithful performance of the fundamental principle that purely judicial functions should be conferred upon tribunals the judges of

which are appointed by the Governor General. After a reference to the constitution of the Ontario Municipal Board . . . he stated that the question in regard to section 2 of the statute of 1936 was whether a Board so constituted can validly be given power "to settle any differences arising between the parties to the said agreement and the construction thereof or as to any matter relating to or arising out of the agreement". . . .

. . . From the authorities cited, Chief Justice Rowell drew the following conclusions:

(1) That the Province is competent to create and appoint an administrative tribunal and to confer upon it all the powers necessary to enable it to effectively discharge the administrative duties imposed upon it; (2) The Province is not competent to confer upon a tribunal created and appointed by it power to determine purely judicial questions such as are normally determined by Courts of Justice. He therefore held that conferring on the Ontario Municipal Board Power "to settle any differences arising between the parties to the said agreement as to the construction thereof or as to any matters relating to or arising out of the agreement" was conferring judicial functions rather than administrative duties and was therefore *ultra vires* the Legislature of Ontario. He held however that the provision was severable from other portions of the Act. . . .

The Judicial Committee held that the order complained of was within the administrative powers of the Ontario Municipal Board; in Chief Justice Martin's words, that

the powers of examination, inspection and discovery of documents were not inconsistent with the powers of an administrative body whose duties it may be to ascertain the facts with which they are dealing. . . .

As to Sec. 2 of the 1936 Act, Lord Atkin, for the Judicial Committee, said:—

It is difficult to avoid the conclusion that, whatever be the definition given to Court of Justice, or judicial power, the sections in question do purport to clothe the Board with the functions of a Court, and to vest in it judicial powers. But, making that assumption, their Lordships are not prepared to accept the further proposition that the Board is therefore for all purposes invalidly constituted. It is primarily an administrative body; so far as legislation has purported to give it judicial authority that attempt must fail. It is not validly constituted to receive judicial authority; so far, therefore, as the Act purports to constitute the Board a Court of Justice analogous to a Superior, District or County Court, it is *pro tanto* invalid; not because the Board is invalidly constituted, for as an administrative body, its constitution is within the Provincial powers; nor because the Province cannot give the judicial powers in question to any Court, for to a Court complying with the requirements of ss. 96,

99 and 100 of *The British North America Act* the Province may entrust such judicial duties as it thinks fit; but because to entrust these duties to an administrative Board appointed by the Province would be to entrust them to a body not qualified to exercise them by reason of the sections referred to. The result is that such parts of the Act as purport to vest in the Board the functions of a Court have no effect. They are, however, severable; there is nothing to suggest that the Board would not have been granted its administrative powers without the addition of the judicial powers complained of. . . .

In the opinion of the Saskatchewan Court of Appeal, the only conclusion to be drawn from the *York Township* case was

that judicial authority usually exercised by Superior, District or County Courts cannot validly be conferred upon a Board set up by a Province and whose members are appointed by the Province. . . .

Reference was made, also, by Chief Justice Martin to a statement of Chief Justice Duff of the Supreme Court of Canada in *re the Adoption Act and other Ontario Acts* (1938) concerning the powers conferred by the Provincial Legislatures on Police Magistrates, Justices of the Peace, and Judges of Juvenile Courts:

The learned Chief Justice however pointed out that the view generally accepted is that it is competent to the provinces to legislate for the appointment of justices of the peace and invest them as well as other courts of summary jurisdiction with civil and criminal jurisdiction, and he expressed the opinion that the observations of the Privy Council in the *Martineau* case were not directed to magistrates' courts and courts of justices of the peace or to courts of summary jurisdiction of any kind and that such courts remained outside the scope of section 96. In support of this conclusion he referred to section 129 of *The British North America Act*, the effect of which is that the authority of magistrates and justices of the peace as well as all judicial officers not within section 96 continued after Confederation. It should here be noted that the similar provisions are contained in section 16 of *The Saskatchewan Act, 1905*, passed by the Parliament of Canada to establish and provide for the government of the Province of Saskatchewan . . .

Chief Justice Duff had continued:

. . . a province is not empowered to usurp the authority vested exclusively in the Dominion in respect of the appointment of judges who, by the true intentment of the section, fall within the ambit of s. 96, or to enact legislation repugnant to that section; and it is too plain for discussion that a province is not competent to do that indirectly by altering the character of existing courts outside that section in such a manner as to bring them within the intentment of it while retaining control of the appointment of the judges presiding over such courts. That, in effect, would

not be distinguishable from constituting a new court as, for example, a Superior Court, within the scope of section 96 and assuming power to appoint the judge of it . . .

The reinstatement orders of the Labour Relations Board were quashed with costs without the actual issue of writs of *certiorari*. In *re the Trade Union Act of Saskatchewan, John East Iron Works Ltd. and Local 3493 United Steel Workers of America*, Saskatchewan Court of Appeal, December 15, 1947.

Provincial Labour Laws Not Applicable to Railway Companies, Saskatchewan Appeal Court Holds

That railway companies in relation to their railways, telegraphs, hotels, restaurants and other undertakings do not have to comply with the holidays and wages laws of a provincial Legislature was the decision on November 12 of the Saskatchewan Court of Appeal. The judgment of Mr. Justice Bigelow of the Court of King's Bench on May 19 was affirmed. (L.G., 1947, p. 1343.)

The issue arose in August, 1946, when the Saskatchewan Minister of Labour instituted proceedings against the Canadian Pacific and Canadian National Railways for failure to post notices as required by the Provincial Minimum Wage Act and Annual Holidays Acts.

During adjournment of the hearing before the Regina Magistrate, the Companies applied to the Court of King's Bench for a declaration that these two Acts and also the Hours of Work Act, 1947, the Workmen's Wages Act, and Trade Union Act, 1944, and regulations made under these statutes, were *ultra vires* the Provincial Legislature in so far as they purported to affect railways. Mr. Justice Bigelow considered that the statutes would "interfere very substantially with the management and operation of the railways" and held that such regulations relating to railways, including hotels owned and operated by railway companies which are an "integral part" of the transport system, are exclusively within the powers of the Parliament of Canada which has legislative authority, under the British North America Act, in relation to "lines of . . . railway."

The Canadian Pacific Railway Company and the Canadian Pacific Express Company appealed this decision.

Before the Court of Appeal, the defendant, the Attorney General for Saskatchewan, admitted that the Trade Union

Act and the Workmen's Wages Act, the latter enacted in 1913 to require wages to be paid in cash, are not binding on the railway companies in respect to those of their employees who are engaged in the operation of lines of railway or to persons employed by the Express Company since there is Dominion legislation which is at variance with these provincial Acts, but he claimed that these two provincial statutes are applicable to C.P.R. employees in hotels and restaurants who reside in the Province. The three other statutes, he argued, applied to all workpeople employed in the Province by the plaintiff companies.

Mr. Justice MacDonald, delivering the judgment of the Court, referred to the powers conferred by various Railway Acts of the Dominion Parliament on the Canadian Pacific Railway Company which was itself incorporated by Act of Parliament. The Company was authorized to construct and operate railway lines and telegraph and telephone lines, to erect and acquire buildings, and to build and acquire hotels and restaurants. Further, in the present Railway Act Parliament has declared the Canadian Pacific Railway to be a work "for the general advantage of Canada," a phrase taken from the British North America Act, Sec. 92 (10) (c). "Railway" in the Railway Act includes any railway which the Company has authority to construct or operate, and, *inter alia*, its branches, sidings, stations, rolling stock, equipment, real and personal property and works connected therewith, and also bridges, terminals or other structures which the Company is authorized to construct. The Canadian Pacific Express Company, also incorporated by Act of Parliament, was empowered to contract with railway, steamship and other companies for the transport of goods from one place to another, in or out of Canada.

The British North America Act, Sec. 92 (10) gives to the Parliament of Canada power to legislate in relation to—

(a) Lines of Steam or other Ships, Railways, Canals, Telegraphs and other Works and Undertakings connecting the Province with any other or others of the Provinces or extending beyond the Limits of the Province . . .

(c) Such Works as, although wholly situate within the Province are before or after their Execution declared by the Parliament of Canada to be for the general Advantage of Canada or for the Advantage of two or more of the Provinces.

Mr. Justice MacDonald commented that railways can be said to be "connecting one province with another" only by employing persons in many capacities. He consid-

ered the expression "lines of railway" "broad enough to include the personnel employed."

He found no distinction between the case before him and *Quebec Railway, Light & Power Company vs. Beauport (Town)* in which the Supreme Court of Canada held in 1945 that the fixing of passenger rates for the Company's motor buses was within federal jurisdiction, and that, in the absence of federal regulation, the Quebec Public Service Board had no authority to fix rates. The Company's undertaking had been declared to be for the general advantage of Canada. Two members of the Court dissented from this judgment.

Mr. Justice MacDonald concludes in this connection:—

If the fixing of tolls on a railway subject to federal jurisdiction lies exclusively with the Parliament of Canada, it seems to me that the fixing of minimum wages, hours of work, holidays, etc., must also so lie, for these enter so largely into a consideration of what tolls should be allowed. It is a fact, so well known that I can take judicial notice of it, that there is now pending before the Board of Transport Commissioners an application by the plaintiff railway company and by the Canadian National Railways for an increase in freight rates, and this application is based on the increased cost of operation due to the rise in wages and in the cost of materials. After the Board of Transport Commissioners issues an order, if, under provincial legislation, minimum wages of employees of the plaintiffs may be increased, hours of work shortened, holidays extended, etc., the basis on which the order of the board was based would be altered, and the order rendered inequitable.

The appellant relied, in part, on the judgment of Mr. Justice, later Chief Justice Duff of the Supreme Court of Canada in the *Reference re Legislative Jurisdiction over Hours of Work* (1925) which arose from the 1919 International Labour Convention concerning the Eight-Hour Day. Mr. Justice Duff stated that it is—

now settled that the Dominion, in virtue of its authority in respect of works and undertakings falling within its jurisdiction, by force of section 91, No. 29, and sec. 92, No. 10, has certain powers of regulation touching the employment of persons engaged on such works or undertakings. The effect of such legislation by the Dominion in execution of this power is that provincial authority in relation to the subject matter of such legislation is superseded, and remains inoperative so long as the Dominion legislation continues in force. There would appear to be no doubt that, as regards such undertakings—a Dominion railway, for example—the Dominion possesses authority to enact legislation in relation to the subjects dealt with in the draft convention. The only Dominion legislation on this subject to which our attention has been called

is to be found in sec. 287 of The Railway Act of 1919 which confers authority on the Board of Railway Commissioners to make orders and regulations concerning the hours of duty of persons employed on railways subject to the jurisdiction of the Board, with a view to the safety of the public and of such employees. It is understood that no orders or regulations have been made in execution of this power; and in view of the fact that this enactment, creating this unexecuted power, appears to be the only Dominion legislation in existence on the subject matter of the draft convention, the primary authority of the province in relation to that subject matter remains, subject to the qualification mentioned, unimpaired and unrestricted.

Mr. Justice MacDonald pointed out, however,

Even this view of the law does not help the appellant, for in my opinion there is now federal legislation on the subject-matters of the provincial Acts in question, which are thereby superseded.

He then referred to the Labour Relations Regulations, 1944 (P.C. 1003) enacted under the War Measures Act and continued in force by the Continuation of Transitional Measures Act, 1947. The Regulations, he stated, are applicable to the plaintiff companies and provide that a collective agreement is

binding on every employee in the specified unit of employees.

It is in evidence that such collective agreements have been entered into between the plaintiffs and practically all of their respective employees.

Assuming that the provincial legislature ever had authority to legislate so far as employees of the plaintiffs are concerned, I am of opinion that the field of legislation in question has been occupied by the Dominion and that provincial legislation is thereby superseded.

Mr. Justice MacDonald could not agree with the decision of the British Columbia Court of Appeal in 1947 holding that the B.C. Hours of Work Act applies to persons who had entered into a collective agreement with their employer in accordance with the Labour Relations Regulations and that these Regulations deal with

procedural matters, and that the parties are left free and unfettered thereby to make their own agreements.

He remarked:

. . . But the court also holds that any such agreement must be in conformity with and subject to the provisions of relevant provincial laws. It is true that P.C. 1003 lays down procedure for the certification or bargaining representation and the negotiation of collective agreements, but the provision that a collective agreement shall be binding on employees is certainly not a matter of procedure.

Moreover, the statement that the parties are free and unfettered to make their own agreement is, in my opinion, not consistent with the statement that they are bound by and subject to provincial laws.

The court says that to hold otherwise than that the collective agreements are subject to provincial laws would create chaotic conditions, for instance, one mine with a collective bargaining agreement, entered into pursuant to the terms of P.C. 1003, could operate in complete disregard for all provincial laws relating to hours of work and conditions of employment, whereas the mine next door, without such an agreement, would be subject to all relevant provincial enactments.

But to my mind, to hold that such collective agreements are subject to provincial laws would create greater chaos—if there be degrees of chaos.

The bounds of railway divisions do not coincide with the boundaries of the provinces. The railway company runs trans-continental trains. Under the majority judgment of the Court of Appeal of British Columbia the train crew would have certain rights in one province and different rights when they passed into another province. This would create an impracticable situation.

As regards the appellant's argument based on the Privy Council's decision in *C.P.R. v. Workmen's Compensation Board of British Columbia* (1920) in which it was held that C.P.R. employees were within the protection of the provincial Workmen's Compensation Act, the Saskatchewan Court of Appeal considered that that decision had no bearing on the present case. The Workmen's Compensation Acts require the employer to contribute to an Accident Fund; the Legislature has the right, under Sec. 92 (2) of the B.N.A. to impose this obligation as a direct tax for a revenue purpose within the Province. On the other hand,

The provincial Acts in question here give to employees certain rights as to conditions of employment; the correlative duty of granting those rights is, under penalty, imposed on employers. In so far as the Acts purport to bind the respondents (corporations within the exclusive jurisdiction of the Parliament of Canada) they would according to the evidence interfere with the management of the business of the respondents, and impair the efficiency of their operations. No such result would flow from the imposition of a tax.

Distinguishing hotels and restaurants from "railways," the appellant contended that the Provincial Legislature had exclusive authority in respect to hotels. The Court, however, pointed out that Parliament gave the CPR Company power

for the purposes of its railways and steamships, to build hotels . . . and for the comfort and convenience of the travelling public, and that according to the evidence they were so built in my opinion clearly shows that the hotels form an adjunct of

the "works and undertakings" of the Canadian Pacific Railway Company, and so I agree with the dissenting judgment of O'Halloran, J.A. in *In re Constitutional Questions Determination Act; Reference re Application of Hours of Work Act to Employees of C.P.R. in Empress Hotel*, [L.G. 1947, p. 700], and with respect I would adopt the reasoning thereof.

The appeal was therefore dismissed. *Canadian Pacific Railway Company and C.P. Express Co. v. Attorney General of Saskatchewan* 2 (1947) Western Weekly Reports 909.

Note: The Attorney General of Saskatchewan has announced that the above decision will not be appealed but that the Saskatchewan Government will intervene in the appeal made to the Supreme Court of Canada by the railway companies against the decision of the British Columbia Supreme Court in the *Empress Hotel* case. (L.G. 1947, p. 700.)

Saskatchewan Court Holds Labour Board Has No Power to Delegate Determination of Facts on Which It Bases Order

The delegation by the Saskatchewan Labour Relations Board to one of its officers of the duty of determining whether the majority of the workers employed by the respondent, Speers, were members of the union concerned was without authority, and the order of the Board based on the officer's findings was made without jurisdiction. This was the decision of the Saskatchewan Court of Appeal in dismissing on October 29 the Board's appeal against the judgment of Mr. Justice Bigelow of the Court of King's Bench. The latter, on February 24, 1946, had quashed an order of the Board requiring an employer to recognize a certain union as the bargaining agent for the employees on the ground that the action of the Board in delegating authority was "unwarranted and irregular and showing a reasonable apprehension of bias."

The Regina Undertakers' Employees Federal Union applied on June 12, 1946, to the Saskatchewan Labour Relations Board for an order under the Trade Union Act, 1944, declaring the employees of the Speers' Funeral Home an appropriate unit for collective bargaining, determining that the union represented a majority of the employees, and requiring the employer to enter into negotiations with it.

Speers had 12 employees of whom 9 were eligible for membership in the union. Cards of application for membership in the union signed by six employees were attached to the petition to the Board. On receiving notice of the petition, Speers' manager took a secret ballot of the employees. Only one of eight who voted indicated his desire to join the union.

In view of the contradictory evidence at the hearing, the Board sent one of its executive officers, Elkin, to interview the eligible employees and ascertain the facts. When Elkin filed his findings, the Board ordered the Company to negotiate with the union which, it found, represented a majority of the workers who constituted an appropriate bargaining unit.

Mr. Justice Bigelow considered that the Board should have asked the parties for further evidence or could have directed a vote to be taken, but that it had no power to depute one of its officers to secure evidence. This method, in his opinion, gave ground for a reasonable apprehension of bias.

On appeal, counsel for the Board argued that Sec. 14 of the Trade Union Act specifically authorizes the Board to direct its agent to ascertain facts, that at common law the Board could so direct an agent, that the Board was exercising only administrative functions in making the order, and the order is not subject to review by the Court.

Sec. 14 states:

The Board and each member thereof and its duly appointed agents shall have the power of a commissioner under the Public Inquiries Act and may receive and accept such evidence and information on oath, affidavit or otherwise as in its discretion it may deem fit and proper whether admissible as evidence in a court of law or not.

The Court of Appeal, through Mr. Justice Gordon, held that this section could not be read as permitting

the members of the Board and its agents to receive evidence whether admissible in a court of law or not, in this case, unsworn evidence . . . It is only the Board that is given this wide power.

As regards the nature of the Board's function in the matter, the Board contended that in sending Elkin to obtain evidence, it was exercising a purely administrative function. The Court of Appeal did not concur in this view, holding that it was clear that Elkin understood that he was appointed to determine the question. This, said Mr.

Justice Gordon, was clear, too, from the Board's statement that it

was satisfied, on the evidence of the authorization cards, corroborated by the findings of the executive officer, that the applicant union represented a majority of the employees in the appropriate unit.

Mr. Justice Gordon commented:

In following this course the Board surrendered to Elkin its jurisdiction to find the one and only fact in dispute between the parties, and its order is founded not only on its own judgment but on that of Elkin. The order is only the formal expression of Elkin's decision.

He continued:

Sec. 5 of the *Trade Union Act, 1944*, gives the Board power to make orders in respect to the three matters covered by this particular proceeding. In making such orders we hold that they are exercising judicial functions. There is not a suggestion in the Act that the Board has power to refer the finding of any facts on which its judgment must rest to any of its officers or agents. In fact the Act provides in subsection (3) of Sec. 4 (as enacted by 1945, c. 108 s. 2) that: A decision of the majority of the members of the Board present and constituting a quorum shall be the decision of the Board.

Moreover, with respect to the nature of the Board's functions, it seemed to the Court—

that it is almost sufficient to say that the order of the Board is already filed with the registrar of the Court of King's Bench and under Sec. 9 of The Trade Union Act, 1944 (if *intra vires*) such order is enforceable as a judgment of that court.

Further, in *Bruton v. Regina City Police-men's Assn.* (1945) 2 WWR 273 [L.G. 1945, p. 1011] this court held that the Board when making a somewhat similar order was exercising "judicial functions." In *Dominion Fire Brick and Clay Products Ltd. v. Sask. Labour Relations Board* (1947) SCR 336 [L.G. 1947, p. 1341], Mr. Justice Estey adopts the finding of this court that the Board exercised judicial functions . . .

In conclusion we may say that in our opinion the Board acted without jurisdiction in making the order attacked. The Board in making such order was exercising judicial functions. Its right to make the order rested upon the proof of one fact and the Board purported to delegate authority to one of its employees to ascertain that fact. This was unwarranted and irregular.

On November 27, the Court denied the application of the Board for leave to appeal to the Supreme Court of Canada since "there was no evidence the appeal was a matter of great public interest."—*Labour Relations Board of Saskatchewan versus Speers et al* 2 (1947) *Western Weekly Reports*, 927.

Saskatchewan Court Dismisses Union Application for Order to Commit Store Manager to Jail for Contempt in Refusing to Negotiate New Agreement

On December 16, 1947, Mr. Justice Adrien Doiron of the Court of King's Bench dismissed with costs the application of the United Retail, Wholesale and Department Store Employees' Union, Local 454, for an order to commit to jail the manager of a Regina department store for contempt of court in that he allegedly disobeyed an order of the Saskatchewan Labour Relations Board. The Board's order, dated July 18 and filed on July 22, 1946, directed the respondent, the Army and Navy Department Store, to bargain with representatives of the union in respect to all the workers employed in the store. The Union has appealed this decision.

The Saskatchewan Trade Union Act, Sec. 9, provides that a certified copy of any Board order must within a week be filed with the Registrar of the Court of King's Bench and shall thereupon be enforceable as a Court order. Sec. 10 (2) provides that when application is made to the Court to enforce a Board order by the Board or by any trade union affected or any interested person, the Court is to be bound absolutely by Board findings and to make the necessary orders to cause every party concerned to comply with the Board order.

Negotiations between the parties followed the Board's order and an agreement was entered into. In accordance with Sec. 24 (1) and (2) of the Act, the agreement provided that it should remain in force for one year from its effective date. October 17, 1946, and thereafter from year to year, but either party, not less than 30 nor more than 60 days from its expiry date, might give written notice to the other to terminate or revise the agreement.

On August 18, 1947, the union wrote to the respondent submitting proposed revisions and requesting to be notified as to a suitable date to negotiate. The respondent's reply on August 20 was that the agreement would terminate on October 16, 1947, its expiry date.

Meanwhile, a number of the store employees had applied to the Board to rescind the certification of Local 454 but the application was rejected. Considerable correspondence ensued, the result of which was that the respondent firm refused to negotiate a new agreement.

Mr. Justice Doiron, in dismissing the application for an order committing the store manager to jail, commented on the provision requiring the Court to be bound by the findings of the Board:

It is quite manifest that it is sought to deprive the court of any discretion. The order is made by the Labour Relations Board and by filing same it becomes enforceable as an order of the Court of King's Bench, but while the court has no jurisdiction over the order, except the statutory duty to enforce it, it still remains under the control of the said Board, which may either rescind or vary it. In essence it remains at all times an order of the Board and the court becomes merely a vehicle under the Act to impose a sanction. Proceedings in contempt do not lie for disobedience of an order of the Board *per se*. Generally, committal is not a method of enforcement but of punishment and is reserved to Superior Courts to punish for non-compliance of their own orders.

The Court held that the respondent was not in contempt of the Board's order but in breach of the provisions of the Trade Union Act. The Act and not the order imposed on the parties the duty to bargain collectively at the expiration of one year. The Court found that the employer had fully complied with the order in that he had bargained with the union and signed an agreement. Any rights sought by either party under the provisions of the agreement after compliance with the order could not, in the Court's opinion, be construed as disobedience to the order. It could not be said that the order provides that an employer must bargain with the union ad infinitum. *Mitchell on behalf of the United Retail, Wholesale and Department Store Employees' Union, Local 454 and Chadwick and Army and Navy Department Store Ltd.*, Court of King's Bench, Regina, December 16, 1947.

English Court Quashes Order of National Arbitration Tribunal to Reinstate Workers as Ultra Vires

An application for an order of *certiorari* to quash an award of the National Arbitration Tribunal in a dispute arising out of a claim that certain workers dismissed by a Leeds chemical manufacturing company should be reinstated and that the company should observe certain rates of wages and conditions of employment was granted by the Divisional Court on November 10, in so far as the award directed the reinstatement of the workers. The Court, Mr.

Justice Croom-Johnston dissenting, held that the order for reinstatement was beyond the powers given to the Tribunal by the Conditions of Employment and National Arbitration Order, 1940.

Lord Goddard, C.J., in giving judgment, stated that from November, 1946, demands had been made by certain of the company's workmen, members of the Chemical Workers' Union, for changes in wages and conditions, but these demands had always been refused. On March 28, 1947, ostensibly because of a cut in the company's supplies of salt, all workers on the manufacturing side were given a week's notice. The union reported the matter to the Minister of Labour and National Service who on April 14 referred it to the National Arbitration Tribunal in accordance with the provisions of the 1940 Order (L.G. 1940, p. 760). This wartime Order established the National Arbitration Tribunal "for the purpose of settling disputes which cannot otherwise be determined."

The company contended that the Tribunal had no jurisdiction in the matter because on April 14 no dispute existed or was apprehended, since no members of the union were employed by the company at that time, and, further, that the Tribunal had no power to order reinstatement.

The Court held, unanimously, that the Tribunal was right in holding that a dispute existed when the matter was referred to it, notwithstanding that the men had been dismissed by a proper notice before the referral.

Lord Goddard and Mr. Justice Humphreys agreed, however, that the Tribunal had acted outside its jurisdiction in directing that the workmen should be reinstated as from the date of dismissal. They considered that there was

nothing in the regulation establishing the Tribunal which in terms gives the Tribunal power to reinstate . . . It seems a strong thing to say that the Tribunal impliedly has a power which no court of law or equity has ever considered it had a power to grant.

Mr. Justice Croom-Johnston, in his dissenting opinion, said that, as he read the award, it did not purport to order the company to reinstate. "It merely found that the workmen were right in their claim, and there was thus no excess of jurisdiction in the Tribunal." *Rex v. National Arbitration Tribunal (ex parte Horatio Crowther and Co. Ltd.)*, Divisional Court, November 10, 1947.

Delegation of Duty Under U. K. Factories Act to Fence Machinery, Provides Employer with Defence Unless Failure to Take All Reasonable Care is Proved

On appeal to the King's Bench Division of the High Court from a decision of a metropolitan magistrate who had dismissed two informations against the occupiers of a factory for contravening Regulation 10 of the Woodworking Machinery Special Regulations, 1922-1945, which deals with the manner in which circular saws are to be fenced, Lord Goddard C.J. remitted the case to the magistrate for a further finding with the direction that he find whether the respondents did or did not take all reasonable steps to prevent the contravention.

The informations were laid by the appellant, a factory inspector, against the Decca Gramophone Company that on May 18, 1946, there was in motion at their factory a circular saw fitted with a proper riving knife and an adequate guard but that neither was adjusted in accordance with the Regulations. The first contravention alleged was that the distance between the front edge of the riving knife and the teeth of the saw exceeded a half-inch at the level of the bench table and the second was that the guard was not kept so adjusted that the flange at the side of the saw farthest from the fence extended below the roots of the teeth of the saw.

The workman in charge of the saw, a man named Cutts, had been employed by the respondents for only five days. He had told them that he had had 18 years' experience as a sawyer and that he knew the Regulations. The magistrate found that Cutts was not instructed or supervised in any way.

On the respondents' behalf, it was contended that if there is a delegation of the duty of an occupier to a competent workman, as Cutts was found by the magistrate to be, the duty of the occupier has been performed, and any subsequent contravention is that of the person to whom the duty has been delegated.

For the appellant it was argued that there was no evidence of a proper delegation.

The mere employment of a skilled workman did not, in the absence of any supervision or instruction, amount to a sufficient delegation. Further, even if there had been a delegation, the obligation to have the riving knife and guard at the prescribed distance from the saw is an absolute duty that lies upon the occupier and not upon a workman. The occupier can only escape liability for contravention of his duties by taking proceedings under sec. 137 of the Factories Act against the person whom he alleges to be the offender. Before an occupier can delegate his obligations with regard to the knife and guard he must first see that they are in a proper position. There was no evidence that the respondents did that.

Lord Goddard in giving judgment stated that it could not be contended that the saw was securely fenced, as the law requires. Both knife and guard could easily have been adjusted. There was nothing to suggest that the excessive distance between the guard and wood was due to the nature of the work or that the work rendered the use of the guard impracticable. The respondents accepted Cutts' statement as to his experience and took no pains to find out whether he was a careful workman who could be trusted to observe the Regulations.

In His Lordship's view, the magistrate intended to hold that the breach of duty was by the person employed. The Court could not accept the appellant's argument that a breach of duty by the workman would not avail the occupier as a defence unless he had brought an information under sec. 137.

Sec. 130 (2) of the Act declares guilty of an offence any employed person who contravenes the sections of the Act with respect to duties of persons employed, or any person who contravenes any order made under the Act which expressly imposes a duty upon him, and the occupier shall not be guilty of an offence in respect of the contravention, unless it is proved that the occupier failed to take all reasonable steps to prevent the contravention.

The Court pointed out that the magistrate had not given any direct finding whether it was proved that the respondents had exercised all reasonable care. *Carr v. The Decca Gramophone Company, Limited*, King's Bench Division, May 12, 1947.

SELECTED DECISIONS OF UMPIRE UNDER THE UNEMPLOYMENT INSURANCE ACT

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit cases, designated CU-B, and (2) coverage cases, CU-C.

Held that when a claimant or an insured person desires information in reference to matters pertaining to the Unemployment Insurance Act such information should be obtained from the employment offices of the Commission—CU. B. 125 (6 Sept. 1946)

MATERIAL FACTS OF CASE

The claimant, a married man, aged 39 years, was last employed as a mechanic from August 30 to October 27, 1945, at a salary of \$50.00 per week. On January 2, 1946, he filed a postal claim for benefit, stating that he had been laid off due to a shortage of work, and his claim was allowed on January 15, 1946. The claimant did not complete the necessary reporting forms which were sent to him until May 1. The Insurance Officer disallowed the claim on the grounds that he had failed to make application in the prescribed manner.

From this decision the claimant appealed to a Court of Referees on the grounds that, to the best of his knowledge, he had followed the proper procedure and was entitled to benefit.

The Court of Referees, before which the claimant appeared, unanimously reversed the decision of the Insurance Officer.

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

DECISION

The Umpire's decision was that the claim should be disallowed and the claimant disqualified for a period of six weeks and gave as his reasons:

The Benefit Regulations state that an insured person who desires to obtain benefit shall make claim for benefit in such a manner as the Commission may from time to time direct and furnish such evidence in support of his claim as may be required by the Commission. It would appear from the evidence submitted that the claimant has not fulfilled the statutory obligations under either the Act or the Regulations governing the Act. The claimant definitely refused to report because of non-receipt of a cheque which the claims was promised to him on

January 2 which would indicate that the action of the claimant in refusing to comply with the provisions of the Act was deliberate.

It is a common understanding of the administration of the Act that some time is required before a cheque can be mailed to an applicant after a claim for benefit has been made. The nine waiting days must first be fulfilled and after this a week's unemployment must take place in order that the claimant may qualify for a full week's benefit. Upon completion of these steps, a cheque is sent to the claimant for his first week of unemployment.

The Court of Referees refers to information given to the claimant by a person in the post office and this evidently influenced the Court in its decision. When a claimant or an insured person desires information in reference to matters pertaining to the Unemployment Insurance Act, such information should be obtained from the employment offices of the Commission. It is apparent that the claimant refused to comply with the provisions of the Act and the Regulations thereunder.

Held that it is not the intention of the Act to allow benefit to be paid to insured persons when they are on voluntary vacations.—CU. B. 126 (6 Sept. 1946)

MATERIAL FACTS OF CASE

The claimant, a married woman, aged 24 years, was last employed as a typist receptionist (afternoons only) from February 2 to May 31, 1946, receiving \$10.00 per week. She filed a claim for benefit on June 21, 1946, stating that her husband, a veteran, had been attending university and as he had no income during the summer months and her own earnings were not sufficient to maintain a home, she voluntarily left her employment to accompany him to the home of her parents in another province in order that they might have a place to live until he returned to university in the fall. They hoped that one or both of them would find

employment near the home of her parents which was in a village having a population of approximately four hundred and fifty persons.

The Insurance Officer disallowed the claim on the grounds that the claimant had voluntarily left her employment without just cause and disqualified her for a period of six weeks.

From this decision the claimant appealed to a Court of Referees, before which she appeared, and the Court, by a unanimous decision, reversed the ruling of the Insurance Officer and allowed the claim.

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

DECISION

The Umpire's decision was that the claim should be disallowed and the claimant disqualified for a period of six weeks and gave as his reasons:

There is no evidence to show whether the claimant or her husband attempted to find employment during the summer vacation period. There is nothing to indicate, further, that the claimant or her husband reported at the local office of the Commission in the city where the university was

located with a view to obtaining additional or new employment.

The submission contains information to the effect that the Department of Veterans Affairs advised that the husband of the claimant might have received out of work benefits during the vacation period provided that he was prepared to take any type of work of a suitable nature but that he had not made an application for such benefits.

The lowest fare from the city where the university was located to the home of the claimant's parents (approximately fifteen hundred miles) is \$69.70 return for one person or a total of \$139.40 for both. This is coach fare and travel in tourist sleepers would be considerably more.

An insured person to qualify for benefit must be capable of and available for employment when offered and must be prepared to accept without delay an offer of employment when such is offered by the agents of the Unemployment Insurance Commission or other recognized agency.

It would appear to me that the claimant and her husband left their place of residence more for the purpose of a vacation than with the intention of obtaining employment. It is not the intent of the Act to allow benefit to be paid to insured persons when they are on voluntary vacation.

UNEMPLOYMENT INSURANCE STATISTICS,* NOVEMBER, 1947

During November, 47,372 initial, renewal and revised claims were received at local offices of the Unemployment Insurance Commission. This compares with 34,743 in October and 44,559 in November, 1946. Initial and renewal claims totalled 42,385 during November, 29,369 in October and 37,111 in November last year. Initial and renewal claims were filed, mainly, by claimants who have recently separated from employment. A revised claim originates from reconsideration of an existing initial or renewal claim and arises out of such questions as the refusal of an offer of employment, request for dependency status, additional contributions credits, etc.

To maintain a live claim, the claimant must report at the local office at least once a week and sign the live unemployment register. Ordinary claims on the live register at November 29 numbered 59,555 (42,756 males and 16,799 females) com-

pared with 42,225 (27,195 males and 15,030 females) at October 31 and 63,760 (46,894 males and 16,866 females) on the last working day of November, 1946. In addition, there were 2,913 other claims (2,025 males and 888 females) live at November 29, as against 3,102 (2,440 males and 662 females) at October 31 and 3,156 (2,760 males and 396 females) on the last working day of November, 1946. These are largely short-time claims.

Persons with live Unemployment Insurance claims at November 29 are classified in Table E-6, by the number of days continuously on the register since the last initial or renewal claim was filed. The percentages in the various time categories are very similar to those shown at October 31, except for six days or less (increased from 25.3 to 33.3) and 73 days and over (decreased from 27.4 to 19.8). In a period when claims received are increasing, one would expect to find a higher percentage of short duration. The decrease in 73 days

*See tables E-1 to E-7.

and over may arise from one or more of such factors as: an increase in exhaustion of benefit rights, higher rates of re-employment or disqualification among this group.

A total of 37,533 claims was adjudicated during November, 1947, 26,643 being considered entitled to benefit, 10,681 not entitled to benefit and 209 represent special requests not granted. This does not include appeals to courts of referees.

Chief reasons for non-entitlement to benefit were: "insufficient contributions while in insurable employment" 4,004 cases, "voluntarily left employment without just cause" 2,840 cases, "refused an offer of work and neglected an opportunity to work" 1,396 cases and "not capable of and not available for work" 531 cases.

A total of 45,106 persons drew benefit amounting to \$1,555,397 for 813,780 compensated unemployed days in November compared with 41,033 persons who were paid \$1,544,185 for 814,218 compensated

days in October and 61,675 beneficiaries paid \$2,236,541 for 1,140,539 compensated days during November, 1946.

The average amount of benefit paid per compensated day of unemployment was \$1.91 in November, \$1.90 in October and \$1.96 in November last year.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending November 30, 1947, showed 3,178,458 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1947, an increase of 71,211 since October 31, 1947.

As at November 30, 1947, 186,714 employers were registered as having insurable employees representing an increase of 1,387 since October 31, 1947.

WAGES, HOURS AND WORKING CONDITIONS IN THE CLOTHING INDUSTRY, OCTOBER, 1946*

The following industries were included in the Labour Department survey of the Manufacture of Clothing: Men's and Boys' Suits and Overcoats, Work Clothing, Men's Shirts, Women's and Misses' Suits and Coats, and Dresses. This article covers the first three industries named. The latter two, Women's and Misses' Suits and Coats, and Dresses, will appear in the **LABOUR GAZETTE** for March.

The 1946 wage rate index for the Clothing Industry, based on average rates in 1939 as 100, was 176.2. Comparable indices for this industry since 1939 are shown below:—

Year	Index	Annual Percentage Increases
1939.....	100.0	—
1940.....	105.3	5.3
1941.....	118.0	12.1
1942.....	129.0	9.3
1943.....	139.3	8.0
1944.....	144.3	3.6
1945.....	156.3	8.3
1946.....	176.2	12.7

It is noted in the above tabulation that the smallest annual increase was 3.6 per

cent in 1944 which reflected the effect of more rigid wage control late in 1943. The largest annual increase, 12.7 per cent in 1946, followed the gradual relaxation of controls after January, 1946.

*The information in this article was prepared from data obtained in the general annual survey made by the Research and Statistics Branch of Department of Labour for 1946, with particular reference to the last pay period preceding October 1, 1946. Employers were asked to report, by occupation, their straight-time wage or salary rates or the average straight-time earnings for employees on piecework. On an accompanying questionnaire they reported on certain other conditions of work, such as hours, overtime, vacations with pay, sick leave, Sunday work and the number of workers under collective agreement, as well as the total number of workers in each establishment, including both plant and office staff.

Comparable information has been published monthly in the **LABOUR GAZETTE** from July, 1947, on the following industries: Pulp and Paper, Brewery Products, Automobiles, Rubber, Lumber, Automobile Parts and Accessories, Agricultural Implements, Electrical Products, Meat Products and Edible Plant Products.

Information on provincial legislation pertaining to annual vacations with pay, maximum hours of work, overtime and minimum wages is contained in an annual publication of the Legislation Branch of the Department of Labour, "Provincial Labour Standards Concerning Child Labour, Annual Holidays, Hours of Work, Minimum Wages and Workmen's Compensation".

Men's and Boys' Suits and Overcoats

Wage indices in this industry indicated fairly uniform annual increases since 1939, ranging from 7.2 per cent in 1940 to 12.9 per cent in 1943. The year 1944 was the one exception with an increase of only 3.6 per cent following the establishment of ceilings on wages and prices at the end of 1943.

Year	Index	Annual Percentage Increase
1939.....	100.0	—
1940.....	107.2	7.2
1941.....	117.9	10.0
1942.....	129.8	10.1
1943.....	146.6	12.9
1944.....	151.9	3.6
1945.....	164.1	8.0
1946.....	182.1	11.0

Table I shows the regional distribution of plants and employees at the time of the 1946 survey. Of the 115 plants covered in the analysis of this industry, 78 were situated in Quebec, 31 in Ontario and 6 in the Western Provinces. Two-thirds of the employees were in Quebec plants. There were more women than men employed in each of the regions shown, and of the total number of workers in the plants used in the survey, 58 per cent were women.

Eighty-seven of the 115 plants employed less than 100 workers each but accounted for only 31 per cent of the total employment reported in the industry. Forty per cent were in nine plants employing between 350 and 950 workers each.

Collective Agreements.—In Ontario, 18 factories reported approximately 2,200 workers covered by collective agreement either with an international union or an association within their own plant.

Four of the 6 Western plants reported 150 employees under collective agreement with international unions. The factories in Quebec were governed by the conditions of the agreement between the Associated

Clothing Manufacturers of the Province of Quebec, Inc., and the Amalgamated Clothing Workers of America and La Federation Nationale du Vetement, Inc., which was extended by Order in Council under the Collective Agreement Act to apply to the industry throughout the province. A few reported additional agreements with the National Catholic Syndicates and 3 others with associations of employees not affiliated with any central labour body.

Standard Hours of Work (Table II).—The 40-hour week was the most common work week reported in this industry; 81 factories reported 7,500 workers or 69 per cent of the total workers on this schedule. Twenty-eight factories reported 3,100 workers on a 44-hour week.

All but nine of the factories reported a 5-day week. Of the factories reporting the 6-day week, five were in Ontario, 3 in Quebec and one in Western Canada, with a total of 770 workers employed by them during the survey period.

Overtime Rates of Pay.—A few of the factories reported no overtime worked in 1947 and a large number gave no information on rates paid for Sunday and holiday work.

Of those giving information, 66 reported a rate of time and one-half after daily hours, Monday to Friday, and 18 reported this rate only after weekly hours had been worked. The only other overtime rate reported was time and one-quarter by 4 factories.

In this industry, a rate of time and one-half was required by an agreement reached in the Province of Quebec under the provisions of the Collective Agreement Act for work in excess of standard weekly hours and for Sunday and holiday work. Hours after which overtime must be paid were 40 in the City of Montreal and 44 in the remainder of the Province.

In the Province of Ontario, a schedule under the Industrial Standards Act pro-

TABLE I—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE MEN'S AND BOYS' SUITS AND OVERCOATS INDUSTRY—1946

	Canada	Quebec	Ontario	Western Provinces
Total Establishments.....	115	78	31	6
Employees:				
Male.....	4,563	2,850	1,671	42
Female.....	6,315	4,309	1,715	291
TOTAL.....	10,878	7,159	3,386	333

vided a rate of time and one-half for work performed beyond a regular working period as specified in the schedule and also for work on 7 fixed statutory holidays.

Vacations with Pay (Table III).—All the establishments reporting paid vacations gave an initial vacation of one week, usually after a service of one year. In 41 cases, the length of service required in order to obtain this vacation was not specified, although a few of these stated they gave a percentage of the previous year's earnings in payment.

Only 9 of the 115 plants reported a vacation of 2 weeks. In all cases but one, the length of service required was one year or less. In the exception, the factory reported 2 weeks after 2 years.

Sick Leave with Pay.—About one-third of the factories reported some provision for sick leave with pay. Of these, 19 were located in Quebec and 16 in Ontario.

In 15 cases, payment for sick leave was granted to salaried or office workers only. Some form of group insurance was in effect in 10 factories and was handled in 5

instances by the union concerned. One factory reported that hospitalization through the Blue Cross Plan was paid for by its union organization.

Some employers reported that the merits of each case were considered and others allowed payment for sick leave after stated periods of service. One company granted payment for long-term employees only and another reported payment for one week if a doctor's certificate were submitted.

Work Clothing

The 1946 index of wage rates showed an increase of 60.3 per cent in average rates over the base year, 1939. Although the 1946 index of 160.3 represented an increase of 8.3 per cent over rates in the previous year, larger annual increases took place in 1941 and 1942. After the ceiling on wages and prices was established in the latter part of 1943, the 1944 index showed an almost negligible annual increase of 0.1 per cent.

TABLE II.—STANDARD OR NORMAL WORKING HOURS FOR FACTORY EMPLOYEES IN THE MEN'S AND BOYS' SUITS AND OVERCOATS INDUSTRY, BY ESTABLISHMENTS, 1946

Standard Hours	Canada	Quebec	Ontario	Western Provinces
WEEKLY				
40.....	81	55	21	5
Over 40 and under 44.....	3	.....	3	.....
44.....	28	22	5	1
Over 44 and under 50.....	3	1	2	.....
TOTAL.....	115	78	31	6
DAILY Establishments on 5-day week				
8.....	81	55	21	5
8½.....	1 (1)	.....	1	.....
8¾.....	4 (2)	2	2	.....
9.....	17 (1)	16	1	.....
9½.....	1	.....	1	.....
10.....	2 (3)	2	.....	.....
TOTAL.....	106	75	26	5
Establishments on 6-day week				
Mon. to Fri. Saturday				
8 4	8	3	4	1
9 4½	1	.....	1	.....
TOTAL.....	9	3	5	1

(1) 8 hours on Friday.

(2) Two plants operated 9 hours on Friday.

(3) One plant operated 8 hours on Friday; the other, 9 hours on Monday and 5 hours on Friday.

Year	Index	Annual Percentage Increases
1939.....	100·0	—
1940.....	106·0	6·0
1941.....	118·2	11·5
1942.....	133·3	12·8
1943.....	140·8	5·6
1944.....	141·0	0·1
1945.....	148·0	5·0
1946.....	160·3	8·3

It is noted in Table I that in 1946 there were more factories and employees in the Western Provinces than in either Quebec or Ontario. Of the 25 factories shown in the Western Provinces, all but four were located in Winnipeg.

The great majority of the workers in this industry are women; they included 83 per cent of the total number of employees reported during the 1946 pay period.

Slightly more than 50 per cent of the workers were employed in 55 factories of

less than 100 workers each. Thirteen factories, employing between 100 and 400 workers each, accounted for the remainder.

Collective Agreements.—Thirty-two factories from which returns were received reported agreements with union organizations covering 2,500 workers. Six Quebec plants had 750 workers covered, 5 in Ontario reported 300 under agreement and 21 in the Western Provinces accounted for the remaining 1,450 workers reported as members of a union.

Standard Hours of Work (Table II).—Standard weekly hours varied considerably, with approximately one-third of both factories and employees on a 44-hour week. None of the Western factories worked a longer period. Returns from 11 plants indicated a standard work week of 40 hours in effect during the pay period covered in 1946. It might be noted, however, that 10 additional plants were added to this

TABLE III.—VACATIONS WITH PAY FOR FACTORY EMPLOYEES IN THE MEN'S AND BOYS' SUITS AND OVERCOATS INDUSTRY, BY ESTABLISHMENTS, 1946

NOTE.—One establishment did not report any vacation with pay and another reported vacation with pay to salaried employees only.

Length of Service Required	Initial Vacation of 1 week	Maximum Vacation	
		1 week	2 weeks
NO SPECIFIED SERVICE			
Canada.....	41	33	2
Quebec.....	29	24	2
Ontario.....	12	9	.....
UNDER SIX MONTHS			
Canada.....	7	7	.....
Quebec.....	6	6	.....
Ontario.....	1	1	.....
SIX MONTHS			
Canada.....	11 ⁽¹⁾	11	1
Quebec.....	9	9	.....
Ontario.....	1	1	1
Western Provinces.....	1	1	.....
ONE YEAR			
Canada.....	54	53	5
Quebec.....	33	33	3
Ontario.....	17	17	2
Western Provinces.....	4	3	.....
	113	104	9 ⁽²⁾
		113	

(1) Length of service in two cases was 10 and 11 months respectively; one plant paid straight rate of \$18 and another gave a second week without pay.

(2) Includes one plant giving 2 weeks after 2 years.

number by agreement before the end of the year.

The majority of factories reported a 6-day week although 4½ hours was the longest working period reported for Saturday work. More than half these factories were on a 44-hour week.

Ontario was the only region in which the 5-day week was more common and 84 per cent of those employed in the industry in this province were working on this basis.

Overtime Rates of Pay (Table III).—Of the factories reporting rates for over-

TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE WORK CLOTHING INDUSTRY—1946

	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
Total Establishments.....	68	5	20	18	25
Employees:					
Male.....	818	58	337	144	268
Female.....	4,139	400	1,402	858	1,490
Total.....	4,957	458	1,739	1,002	1,758

TABLE II.—STANDARD OR NORMAL WORKING HOURS FOR FACTORY EMPLOYEES ENGAGED IN THE MANUFACTURE OF WORK CLOTHING, 1946

	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
WEEKLY HOURS					
40 and under.....	11	1	1	2	7
Over 40 and under 44.....	8			7	1
44.....	23	2	2	2	17
Over 44 and under 48.....	10	1	5	4	
48.....	13		10	3	
49.....	3	1	2		
Total.....	68	5	20	18	25
DAILY HOURS					
Establishments on a 5-day week					
7½.....	1				1
8.....	9		1	2	6
8½.....	5			5	
9.....	8 (1)	1	2	4	1
9½.....	1		1		
9¾.....	2		1	1	
10.....	1			1	
Total.....	27	1	5	13	8
Establishments on 6-day week					
Mon. to Fri.	Saturday				
7½.....	3½			1	1
8.....	4			2	16
8½.....	4		3		
8¾.....	4½		2		
8¾.....	4½		2		
9.....	3		1	1	
9.....	4		3		
9.....	4		6 (2)	5	
Total.....	41	4	15	5	17

(1) Five plants operated eight hours on Fridays.

(2) Four plants operated eight hours on Fridays.

time work during the week, 13 reported paying time and one-half after daily hours and 8 only after weekly hours had been worked. Eleven factories, 6 of which were working a 6-day week, reported time and one-quarter for overtime after daily hours and 5 others paid it after weekly hours had been worked.

A great many of the firms reported no overtime worked and did not indicate rates which would be paid if overtime work were necessary. It is evident that there is little probability of overtime work on Sundays and holidays in this industry since only 4 of the 68 factories covered in the survey reported rates for Sunday overtime and 7 indicated holiday overtime.

With respect to Sunday overtime, 3 reported paying double time and the other, time and one-half. In 4 cases, holiday overtime was reported paid at the rate of time and one-half and at double time in the 3 other instances.

Vacations with Pay (Table IV).—Slightly more than one-half the factories

reported one week of vacation after a year of service. The remaining factories reported paying for one week after a service of less than one year.

Twelve factories reported giving two weeks' vacation after a service of from 6 months in 2 instances to 10 years in another.

Sick Leave with Pay.—Twelve of the 68 factories reported having some provision for sick leave with pay.

In 6 factories, provision was made for office or salaried employees only; 3 reported group insurance benefits; 1 allowed 1 week with pay for each year of service and another granted paid sick leave to its male staff only. The twelfth factory reported that leave was allowed for short illnesses at the discretion of the department head and long illnesses were handled by their welfare officer, employees affected by this ruling receiving partial payment of salary.

TABLE III.—OVERTIME RATES FOR FACTORY EMPLOYEES ENGAGED IN THE MANUFACTURE OF WORK CLOTHING, 1946

Overtime Rates by Region	AFTER DAILY HOURS		Only After Weekly Hours
	Monday to Friday	Saturday	
Total Establishments.....	53	53	15 (1)
STRAIGHT TIME			
Canada.....	6	5	
Maritime Provinces.....	2	2	
Quebec.....	1		
Ontario.....	2	2	
Western Provinces.....	1	1	
TIME AND ONE-QUARTER			
Canada (Western Provinces Only).....	11	6	5
TIME AND ONE-HALF			
Canada.....	13	13	8
Maritime Provinces.....	2	1	
Quebec.....	4	3	7
Ontario.....	6	5	1
Western Provinces.....	1	4	
NO INFORMATION			
Canada.....	23	29	

(1) Includes 1 plant paying 45 cents per hour and another in Manitoba reporting an overtime rate of straight time plus one-half the Provincial minimum hourly rate, both rates being paid after weekly hours had been worked.

Men's Shirts

By 1946, the wage rate index for this industry, based on average rates in 1939 as 100, had reached 171.7. The indices shown below indicate that the largest annual advances were in 1942 and 1943 before wages and prices had been stabilized under the anti-inflation policy of the government. In 1946 the advance was greater than in either of the two preceding years following the relaxation of wage controls.

Year	Index	Annual Percentage Increase
1939.....	100.0	—
1940.....	102.4	2.4
1941.....	107.0	4.5
1942.....	122.6	14.6
1943.....	135.9	10.8
1944.....	146.5	7.8
1945.....	157.0	7.2
1946.....	171.7	9.4

TABLE IV.—VACATIONS WITH PAY FOR FACTORY EMPLOYEES ENGAGED IN THE MANUFACTURE OF WORK CLOTHING, 1946

NOTE.—Of the 68 plants covered in the survey, 2 in the Maritime Provinces and 4 in the Province of Quebec did not give information on vacations with pay.

Length of Service Required	Initial Vacation of 1 Week	MAXIMUM VACATION	
		1 Week	2 Weeks
NO SPECIFIED SERVICE			
Canada.....	13 ⁽¹⁾	8	.....
Maritime Provinces.....	1	1	.....
Quebec.....	4	4	.....
Ontario.....	5	3	.....
Western Provinces.....	3	.....	.....
SIX MONTHS AND UNDER			
Canada.....	5 ⁽²⁾	4	2
Maritime Provinces.....	2	2	.....
Quebec.....	1	.....	.....
Ontario.....	2	2	.....
Western Provinces.....	.....	.....	2
SIX MONTHS AND UNDER ONE YEAR			
Canada.....	11 ⁽³⁾	11	.....
Ontario.....	1	1	.....
Western Provinces.....	10	10	.....
ONE YEAR			
Canada.....	33	26	4
Quebec.....	11	8	1
Ontario.....	10	9	2
Western Provinces.....	12	9	1
TWO YEARS TO TEN YEARS			
Canada.....	.....	1 ⁽⁴⁾	6
Quebec.....	.....	1	2
Ontario.....	.....	.....	1
Western Provinces.....	.....	.....	3
TOTAL ESTABLISHMENTS.....	62	50	12
		62	

(1) One plant reported a two-week vacation with one and one-half week's pay.

(2) One plant reported a two-week vacation with one week's pay.

(3) To become eligible for vacation, employees in 2 plants were required to work 2,000 hours; in 2 plants, 1,800 hours; in 1 plant, 1,500 hours; and in another, 1,400 hours.

(4) This plant, which paid 2% of earnings for one week after one year, gave an extra one-half per cent payment for vacations after 2 years of service.

All the plants from which returns were received in 1946 were located in Ontario and Quebec and the number of factories and employees are divided fairly equally between the two provinces.

Returns from 61 factories were used in this analysis, as shown in Table I, and of the 4,700 workers reported in their employ during the survey period, 84 per cent were women.

TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE MEN'S SHIRTS INDUSTRY, 1946

	Canada	Quebec	Ontario
Total Establishments.....	61	31	30
Employees:			
Male.....	754	378	376
Female.....	3,981	1,921	2,060
Total.....	4,735	2,299	2,436

TABLE II.—STANDARD OR NORMAL WORKING HOURS FOR FACTORY EMPLOYEES IN THE MEN'S SHIRTS INDUSTRY, BY ESTABLISHMENTS, 1946

Standard Hours	Canada	Quebec	Ontario
WEEKLY			
40.....	9	5	4
Over 40 and under 42.....	3	.....	3
42.....	2	1	1
Over 42 and under 44.....	9	3	6
44.....	16	5	11
45.....	5	4	1
Over 45 and under 48.....	5	1	4
48.....	9	9	.....
Over 48.....	3	3	.....
Total Establishments.....	61	31	30
DAILY			
Establishments on a Five-Day Week			
8.....	9	4	5
Over 8 and under 9.....	18	3	15
9.....	8	5	3
Over 9 and under 10.....	2	1	1
10.....	2	2	.....
Total Establishments.....	39	15	24
Establishments on a Six-Day Week			
<i>Monday to Friday</i> <i>Saturday</i>			
8.....	3	.....	.....
8.....	4	.....	3
Over 8 and under 9 4 to 4½.....	4	1	3
9.....	3 to 4	.....	.....
Total Establishments.....	22	16	6

More than half the plants reported employing less than 50 workers each while 11, with a staff of between 100 and 600 workers in each, accounted for 56 per cent of the total employment shown in Table I.

Collective Agreements.—Of the 4,700 workers, 25 per cent were covered by union agreement. Nine factories in Ontario had collective agreements either with the United Garment Workers of America or the Amalgamated Clothing Workers of America, covering a total of some 1,200 workers. One Quebec establishment reported their employees under agreement with L'Union National des Vêtements.

Standard Hours of Work (Table II).—Weekly hours varied from 40 to 49. The nine factories on a 40-hour week accounted for only nine per cent of the total number of workers. Sixteen plants, with 36 per cent of the total employment, reported a 44-hour week. Almost 50 per cent of the employees, who were in 22 of the 61 plants, worked a longer week. Many plants adjusted the length of their work week by either working shorter or longer hours on Friday; one plant on a five-day week reported working ten hours on three days and nine on the other two.

Almost two-thirds of the plants and 68 per cent of the workers were on a five-

day week. Of the 22 plants on a six-day week, the longest Saturday hours reported were 4½.

Overtime Rates of Pay (Table III).—With one exception, the rate reported for overtime work in this industry was time and one-half, usually after weekly hours had been worked. More than half the factories gave no information or reported a straight-time rate.

It would appear that there was little, if any, overtime work on Sundays and holidays. Two establishments reported time and one-half for overtime on these days and an additional plant paid this same rate for holiday overtime only.

Vacations with Pay (Table IV).—Less than half of the factories reporting paid vacations provided for one week after one year of service. The remainder either did not specify the service requirement for one week's vacation or granted it after three or six months. Under legislation in both Ontario and Quebec the service requirement for one week's paid vacation was one year.

Only nine establishments, with a total employment of 1,300 workers, reported giving a two-week vacation. Workers in seven plants got it after one year or less and in the remaining two cases, there was a ten-year service requirement.

TABLE III.—OVERTIME RATES FOR FACTORY EMPLOYEES IN THE MEN'S SHIRTS INDUSTRY, 1946

Overtime Rates by Region	AFTER DAILY HOURS		Only After Weekly Hours
	Monday to Friday	Saturday	
Total Establishments.....	43 ⁽¹⁾	43	18
STRAIGHT TIME			
Canada.....	9	6	.....
Quebec.....	3	1	.....
Ontario.....	6	5	.....
TIME AND ONE-HALF			
Canada.....	5	2	18
Quebec.....	2	1	11
Ontario.....	3	1	7
NO INFORMATION			
Canada.....	28	35	.....

(1) Includes one factory paying time and one-third.

Sick Leave with Pay.—Of the 61 factories, 23 reported some provision for payment to employees who were absent due to illness. Six plants reported a group insurance plan, one explaining that it provided the employee with a certain percentage of his wages in the case of a long illness only; another policy paid a weekly benefit during illness.

Thirteen establishments restricted sick leave benefits to salaried or office staffs, two stating that supervisors, foremen, stockkeepers and shippers also came under this classification.

The remaining plants reported that leave was allowed, but did not state the length of time granted or provisions made.

TABLE IV.—VACATIONS WITH PAY FOR FACTORY EMPLOYEES IN THE MEN'S SHIRTS INDUSTRY, 1946

NOTE.—7 plants did not give information on vacations with pay.

Length of Service Required	Initial Vacation of 1 Week	MAXIMUM VACATION	
		1 Week	2 Weeks
NO SPECIFIED TIME			
Canada.....	19 ⁽¹⁾	12	1
Quebec.....	8	4	1
Ontario.....	11	8	.....
THREE MONTHS			
Canada (Ontario only).....	2	2	.....
SIX MONTHS			
Canada.....	9	9	5
Quebec.....	4	4	2
Ontario.....	5	5	3
ONE YEAR			
Canada.....	24 ⁽²⁾	22	1
Quebec.....	12	10	1
Ontario.....	12	12	.....
TEN YEARS			
Canada (Quebec only).....	.....	.....	2
Total Establishments.....	54	45	9
		54	

(1) Two plants required their employees to be employed on or before April 1st and one on or before January 1st.

(2) Two plants paid 2% of annual earnings and one gave one half-day per month after three months service.

An analysis of the current employment situation prepared by the Research and Statistics Branch, Department of Labour on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

CURRENT EMPLOYMENT CONDITIONS

During 1947, all previous levels of employment were surpassed, and the lowest volume of peacetime unemployment on record was attained. An acute labour shortage prevailed throughout the months of seasonal activity and industrial needs were met only through the geographical movement of workers within the country and selective immigration. The year witnessed only two serious labour-management disputes—in the meat packing and coal mining industries; in general, wage increases were negotiated without costly work stoppages, in marked contrast to the course of negotiations during 1946.

Foreign and domestic demand sustained capacity production and encouraged capital expansion throughout 1947. But, towards the end of the year, the effectiveness of foreign demand was threatened by world-wide shortages of American dollars. Many countries were forced to adopt import restrictions to conserve dollars.

Canada's dollar saving program began at the time of year when seasonal activity was ending in agriculture and construction. Logging expansion as well as Christmas trade and service activity helped to absorb many of the seasonally displaced workers, but the seasonal upswing in unemployment will continue until spring. Indications were that this year the seasonal decline in employment was slightly more than that which occurred during the war years, resembling the pre-war pattern. Some employers, particularly in manufacturing, were expressing uncertainty as to the effect of import restrictions. Also, the generally poor crop yield in agriculture had accelerated the migration of farm labour to off-season employment, thus adding greater than usual competition for winter jobs.

Aside from these temporary difficulties, the outlook was promising for 1948; and optimism was reported to prevail amongst businessmen in general, who did not foresee any recession in 1948, according to the most recent survey. A general shortage of labour at least as great as that during 1947 was expected to prevail.

In Agriculture—

Employment in agriculture stood at 1,068,000¹ at the beginning of November. Following the completion of the harvest season, the demand for farm workers had fallen rapidly with surpluses of workers appearing in some areas. Reported vacancies totalled less than 700 at the end of November, and this figure also included jobs available in fishing and trapping. The reduction in labour demand, as well as an over-all contraction in agricultural employment during the year, has taken place despite a continuing high demand for agricultural products throughout most of the world. This seeming incongruity was the product of many factors, among the more important of which were the growth of mechanization on Canadian farms, a more highly organized seasonal movement of workers, reduced livestock holdings because of poor feed crops and the high cost of coarse grain.

In general, the volume of production achieved in 1947 was below the 1946 level. This was due more to unfavourable weather conditions in all regions, with the exception of British Columbia, than to labour shortages. Although favourable agricultural prices assisted somewhat in maintaining farm income, a substantial movement of farm hands and "own-account" farmers to winter employment was taking place this season. As pointed out above, this migration was materially affecting the labour market.

In Non-Agricultural Industries—

Non-agricultural employment continued its steady postwar increase. At the first week in November, total employment was 3,779,000,¹ three per cent above that in 1946 and 16 per cent over the 1945 total. Reflecting the larger work force, industrial production advanced to a peacetime high during October, the preliminary index (av. 1935-39=100) having advanced to 179.6.

By the beginning of November, industrial employment, as reported to the Dominion Bureau of Statistics by employers

with 15 or more workers,² had topped all previous records when the index (June 1, 1941=100) stood at 129.3; steady advances were made during the previous month as activity was resumed in meat plants which had been dislocated by strikes, and construction and mining expanded their work force prior to the slack winter period.

Earnings³ continued their uninterrupted rise, but the rate of increase tended to lag slightly behind the steady jumps in the cost of living.⁴ Weekly earnings of wage earners in manufacturing at the beginning of November averaged \$36.34, as compared with \$30.91 a year pre-

² Table C-2.

³ Tables C-6, C-7.

⁴ Table F-1.

¹ Labour Force Survey, Dominion Bureau of Statistics. See Table A-1.

SUMMARY OF STATISTICS ON EMPLOYMENT CONDITIONS

NOTE: Figures are as at the first of the month except where otherwise indicated. Latest figures subject to revision.

Series	1947			1946		
	November	October	September	November	October	September
Civilian Non-Institutional—						
Population ⁽¹⁾	9,003,000	(†)	8,971,000	8,868,000	(†)	8,792,000
Civilian Labour Force ⁽¹⁾	4,934,000	(†)	5,081,000	4,850,000	(†)	4,977,000
Employment—						
Employed ⁽¹⁾	4,847,000	(†)	5,008,000	4,735,000	(†)	4,860,000
Index (June 1, 1941=100) ⁽²⁾	129.3	127.6	126.5	119.6	116.6	114.9
Total ⁽²⁾	2,038,518	2,007,897	1,989,302	1,862,451	1,820,673	1,793,875
Male ⁽²⁾	1,610,939	1,586,426	1,576,071	1,455,667	1,416,822	1,393,508
Female ⁽²⁾	427,579	421,471	413,231	406,784	403,851	395,367
Unfilled Vacancies at N.E.S.	92,934	109,322	110,568	132,818	141,634	117,236
Vacancies Notified ⁽²⁾	23,197	28,944	34,713	38,889	41,466	44,562
Application for Employment ⁽²⁾	34,970	32,053	31,091	40,606	37,271	37,389
Referrals ⁽²⁾	23,754	25,734	27,497	28,825	29,041	28,111
Placements ⁽²⁾	14,630	16,045	16,678	17,991	18,598	18,108
Unemployment—						
Unemployed ⁽¹⁾	87,000	(†)	73,000	115,000	(†)	117,000
Per cent of Civilian Labour Force.....	1.8	(†)	1.4	2.4	(†)	2.4
Unplaced Applicants at N.E.S.—						
Total.....	95,829	87,321	85,931	134,269	142,467	144,845
Male.....	64,730	58,736	60,069	102,676	111,443	113,959
Female.....	31,099	28,585	25,862	31,593	31,024	30,886
Unemployment Insurance Claims.....	42,225	36,666	37,350	57,036	57,682	61,822
Unemployment in Trade Unions.....%	(†)	0.7	(†)	(†)	1.0	(†)
Earnings and Hours—						
Total Labour Income ⁽⁴⁾ (\$ Millions).....			530	465	454	446
Index Aggregate Weekly Payrolls (June 1, 1941=100) ⁽²⁾	189.1	184.9	180.3	154.4	149.8	145.6
Per Capita Weekly Earnings ⁽²⁾\$	37.73	37.39	36.76	33.33	33.15	32.72
Average Hourly Earnings ⁽⁵⁾c	84.7	83.4	82.2	72.9	71.4	70.6
Average Hours Worked per Week ⁽⁶⁾	42.9	43.1	42.3	42.4	42.9	42.7
Average Real Weekly Earnings ⁽⁶⁾	103.5	103.5	102.0	99.5	98.8	98.3
Cost-of-Living 1935-39=100).....	143.6	142.2	139.4	127.1	126.8	125.5
Industrial Production—						
Index (1935-39=100) ⁽⁴⁾	178.9	179.6	174.9	165.6	157.6	152.1

(†) Not available.

(1) Estimates are based on sample Labour Force Survey of the Dominion Bureau of Statistics. All figures represent persons 14 years of age and over.

(2) Statistics are based on the eight leading industries. Data are compiled from reports of firms with 15 or more employees.

(3) Weekly average for month in all industries reporting to National Employment Service.

(4) During the month.

(5) Average hourly earnings and man-hours apply to wage-earners in manufacturing only.

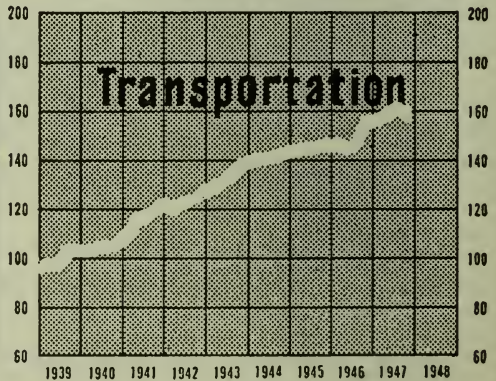
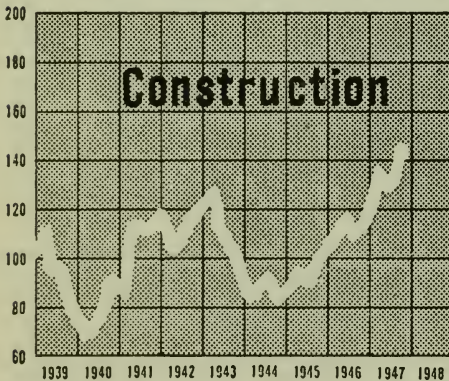
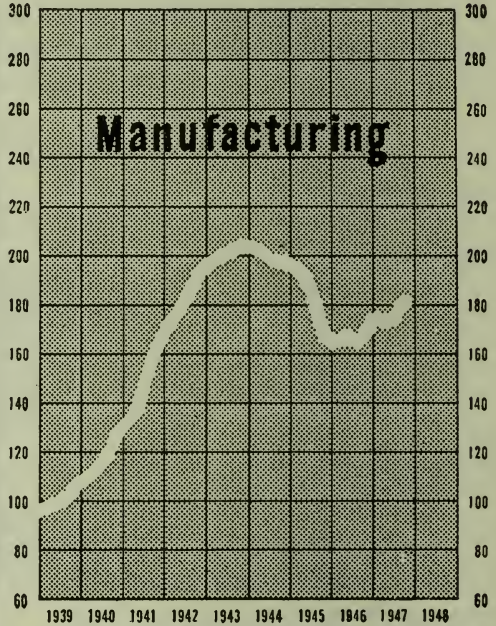
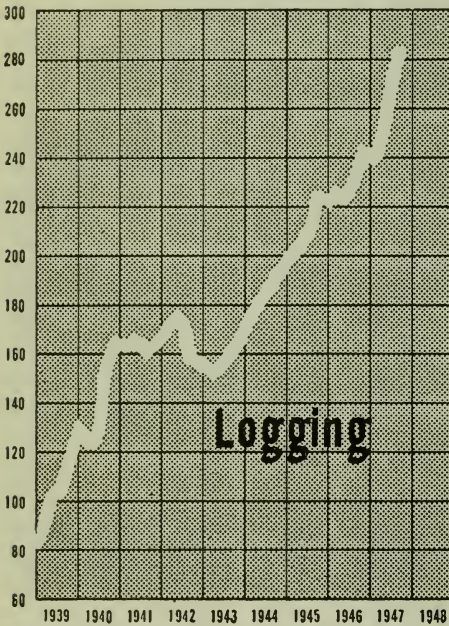
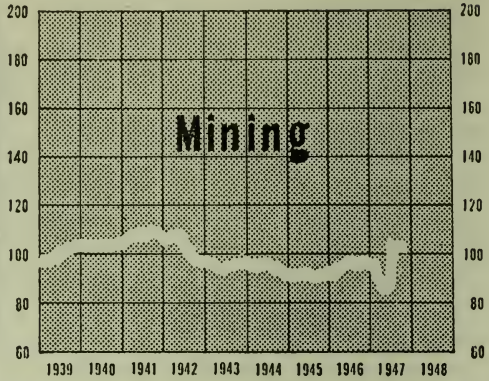
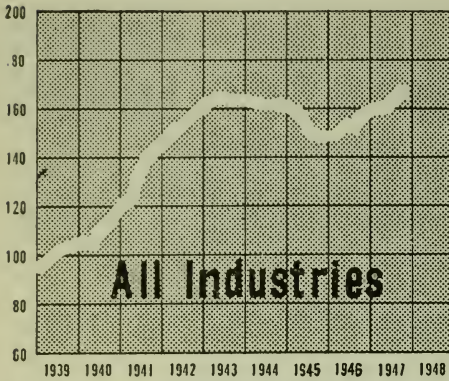
(6) Real earnings are computed by dividing an index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index.

(*) For more recent figures, see below under Operations of the National Employment Service.

EMPLOYMENT TRENDS IN CANADIAN INDUSTRIES, 1939 to 1948

Average: 1939 = 100

Seasonally Adjusted



viously and \$30.79 at V-J Day. Steady wage increases and employment shifts to higher-paying industries accounted mainly for the upswing. Real earnings⁵ (earnings computed in relation to the cost of living), however, presented a less optimistic picture. The index of average real weekly earnings stood at 103.5 (average 1946=100) at November 1, having been at the same level a year previously, and at V-J Day, 104.5.

During the past year, female employment⁶ has followed trends similar to those in the general field. Women workers accounted for a constant proportion of 25 per cent of total employment throughout the period of peak employment, with only a minor drop occurring during the seasonally slack months. The percentage of women employed was, of course, considerably below wartime levels—it was estimated that the proportion rose to as high as 33 per cent in late 1944. The greatly reduced ratio of women to men was primarily due to absorption of ex-service men although it also reflected the withdrawal of some 150,000 women from the labour market.

Logging employment at November 8 totalled 117,000¹ with continued gains reported throughout the remainder of the month; it was estimated that employment levels at the end of 1947 were approximately 10 per cent above the record levels of 1946. The increase in employment was prompted by the continuing world-wide shortage of pulp and paper products, especially newsprint. Curtailment of imports by England and Australia will not cut into total demand severely—although the Maritimes have suffered a production drop—as United States publishers were expected to take all the newsprint produced here for at least the next two years.

For the first time in approximately seven years, sufficient labour has been available to meet demand. The greater influx of farmers owing to poor crop conditions, the immigration of several thousand displaced persons to logging camps, and the reduced migration of workers to the United States logging camps accounted mainly for the easier labour situation. By the end of November, labour demand recorded at National Employment Service offices⁷ had fallen to 11,000, representing chiefly needs created by the turnover of workers. Several

employment offices reported surpluses of woodsmen, a considerable number of whom were experienced.

The *mining* industry, during the closing months of 1947, had greatly benefited by the easier labour market. As a result, employment was gaining concurrent with a continued dropping off in labour demand. Immigration was also helping to relieve shortages with a small group of DP's recently absorbed in Quebec and Ontario mines, the vanguard of some 2,000 allocated to the mining industry.

During the early months of 1947, expansion in mining employment took place mainly in the base metal mines. Expansion in gold mining was slow—rising costs, fixed prices, and labour shortages were given as reasons for the relatively depressed situation. A government subsidy to defray costs in the gold mining industry was announced during November in order to stimulate expansion, but adoption of the plan was still under consideration at the time of writing (January, 1948). In the coal mining industry, employment and production had again returned to normal after the four-month strike early in the year.

Manufacturing employment at the beginning of November totalled 1,242,000,¹ or 26 per cent of all employment. Steady gains in the number employed, subject to minor seasonal fluctuations, had occurred since the fall of 1945. It would appear, however, that the uptrend was gradually levelling off. At Employment Offices, current demand for workers in manufacturing had reached the lowest level since the first recording of vacancies in 1943, and in some industries lay-offs were taking place.

The slowing up in demand for new workers reflected the uncertainty of some employers as to the effects of the dollar saving plan and the greater than usual movement of farm workers into off-season employment. Aside from these irregular factors, however, reports from employers indicated that they had anticipated little expansion within the first quarter of 1948—capacity production, labour and material shortages, and in a few cases lack of markets were given as reasons for the decline.

Construction activity during 1947 was at an all-time high, with employment at the beginning of November totalling 284,000.¹ Seasonal influences, however, brought declines in employment during the latter

⁵ See Table C-10 and its footnote.

⁶ Table C-5.

¹ Labour Force Survey. Dominion Bureau of Statistics. See Table A-1.

⁷ Table D-2.

¹ Table A-1.

¹ Table A-1.

part of the month and by early December hirings were being confined to skilled tradesmen only.

Among the major divisions of the industry, the increase in employment over last year was greatest in building construction which averaged 30 per cent above 1946 in the first ten months; expansion in highway employment ranked second with a 10 per cent increase. Employment in railway construction and maintenance, the third major group, was relatively unchanged.

Rising building costs, although tending to check an unprecedented boom, did not deter marked expansion in the industrial and commercial fields. Residential construction was more adversely affected although it seemed probable that considerably more housing units would be completed in 1947 than in the previous year.

Employment in *trade*, which stood at 680,000¹ at November 8, was temporarily increased during the remainder of November and December owing to accelerated Christmas activity. The increase in staff during this season, however, appeared to be moderate—in part because of the general increase in sales staffs during the year so that fewer seasonal workers were required and also due to the proportionately smaller physical volume of sales. Price rises appeared to be causing some restraint in consumer buying.

It was expected that at the beginning of the New Year not only would the temporary workers be released but also general sales staffs would be reduced somewhat. This downtrend would indicate the first reversal of a steady upswing in sales employment evident since early in the war.

The *service* industries, similar to the under-staffed mining industry, currently benefited by the easier labour market. The migration of farm girls to the cities, the return of summer workers to service trades, and immigration, all stimulated service employment substantially. At November 8, employment stood at 842,000,¹ a jump of 22,000 over the August 16 total. There was, moreover, a large potential demand for domestic servants which could swell employment levels by some 10,000 should this type of worker become available.

Labour turnover, however, continued to be a problem in these trades. In industries other than domestic service, a significant factor promoting turnover was the relatively low wages offered. Weekly earnings³ of wage earners in hotels and

restaurants as reported by the Dominion Bureau of Statistics, averaged \$22.98 and in personal service (mainly laundries) \$27.11, at the beginning of November. These figures compared with similar averages in such industries as: trade, \$32.29; finance, \$37.21; manufacturing, \$38.47; communications, \$35.33.

Employment Service Activities

Employment Service activities⁹ provide a sensitive indicator for seasonal trends. With seasonal unemployment increasing, more workers sought jobs through National Employment Service offices, the registration also being a prerequisite for claiming unemployment insurance.

A progressively increased accumulation of job-seekers characterized the labour market scene during November and December. Approximately 5,000 a week were added to the ranks of the unplaced—the 96,000 job-seekers registered with National Employment Service at the beginning of November had risen to 142,000 by January 1, 1948.

Labour market conditions, however, were sluggish. Fewer jobs were available to offer the seasonal inflow of workers than at any time since the beginning of 1943. By the end of December, jobs available had been scaled down to 41,000, indicating in relation to unplaced applicants, a shortage of 96,000 jobs.

Placements fell off sharply during the period. Much of the difficulty lay in matching the available worker to the job. Seasonal slowdowns had largely thrown the unskilled into the labour market, particularly the older or handicapped worker. Labour turnover, which usually provided an inflow of qualified workers, had fallen off owing to general uncertainty in the employment field. At the same time, employers were tightening their specifications for workers, and demand was narrowing down to the highly skilled and the better class of worker. Reflecting this, the placement rate dropped during November to an average of 15,000 a week, presenting an unfavourable comparison to the 16,000 and 18,000 recorded in the previous monthly and yearly periods.

With so few vacancies available, the number of persons claiming unemployment insurance rapidly mounted. Persons seeking unemployment insurance almost doubled within the two-month period; at the end of November live claims totalled 60,000 as compared with 37,000 at October

¹ Table A-1.

¹ Table A-1.

³ Table C-2.

⁹ Tables D-1 to D-6.

1. This presented a decided contrast to the situation one year before when only minor advances were indicated at that time of year.

In the *executive and professional* offices, the situation appeared uncertain. As reported by the Montreal Executive and Professional office, "Present export conditions and new importation bans have definitely curtailed demand, employers being reluctant to undertake new commitments until they can judge the effect upon their business." The hesitancy has been felt largely in the selling and administrative fields with relatively few vacancies available except for insurance salesmen. Requirements of technical men with a current emphasis on draftsmen, however, continued to be reported but qualified applicants were few.

Approximately 340 persons per week registered for employment during November, representing the high for 1947. Immigration was providing a steady inflow of job applicants, many of whom were well qualified. The general calibre of applicants, however, tended to fall below employers' specifications, the chief deterrent factors being age or lack of either practical experience or education.

The larger inflow of applicants sustained placements during November with 64 reported per week. At the end of the month, 2,548 workers remained on the unplaced file, with 1,332 vacancies available.

Veterans shared in the general down-trends with the number unplaced jumping by slightly over 5,000 to total 28,087 at the end of November. Approximately one-third of those unplaced had been registered for more than a month. The heaviest burden fell in Vancouver where over 6,000 were in search of work; the majority, however, had only registered within the last month. The Halifax area, at one time the chief source of veteran unemployment, had shown steady improvement. The unplaced had fallen considerably below last year's total, but unlike those remaining on file in Vancouver, the majority had been for the most part chronically unemployed.

Regional Analysis

In the *Maritime* region, seasonal declines were currently aggravating the chronic unemployment situation. Construction activity was waning and although the "closing in" of buildings had assured the employment of most tradesmen on "inside

work", unskilled workers were rapidly being thrown into the labour market. Steps towards training the many job-seekers were being taken and considerable progress had been reported in civilian training schemes in Nova Scotia.

Lumbering and transportation activity, which usually help to sustain employment during the winter months, showed relatively small expansion during the season. The loss of the United Kingdom market for lumber resulted in a 50 per cent drop in lumber operations over the year and few additional woodsmen would be required until new markets could be secured. Expansion in transportation employment, as freight was directed towards the winter ports of Saint John and Halifax, was not expected owing to the reduced flow of goods to Great Britain.

Coal output was steadily advancing with some demand reported for skilled tradesmen. Power shortages were disrupting production schedules in manufacturing industries in New Brunswick, although employment had not as yet been seriously affected.

In the *Quebec* region, the very buoyant employment conditions of the summer months had shown a slight seasonal decline by November. The adverse situation occurred largely as the result of the winter closing of harbour activity and the slower pace of construction. The prevailing situation at the end of 1947, however, presented a favourable contrast to that existing one year before with practically all types of winter employment, i.e., logging, heavy manufacturing, mining, reaching new highs for that time of year.

Manufacturing employment was holding up well although the current level of hirings had slowed somewhat. Steel shortages tended to hold back production in heavy industry. The output of refined copper was high with all appearances of assured and steady markets; aluminum production and exports were recently stimulated by the new rolling mill being built in Mexico.

Logging employment had already exceeded the peak recorded in 1946. Many farmers, because of the poor crop yields, had turned to bush work during the current season. Mining companies were receiving some of the displaced persons allotted to them; absorption of the immigrants had tended to slow down hirings of mine beginners.

The *Ontario* region continued to present the most favourable employment picture of any of the regions. Temporarily, how-

ever, labour demand had been modified because of seasonal influences. There had been a marked migration of workers to industrial towns in southern Ontario and, as a result, vacancies in factories had been filled in these areas.

Employers were keeping hirings to a minimum in industries where the effects of the import restrictions were difficult to predict. Industrial production was also affected by electric power shortages and lay-offs had been forced in some areas. To combat the power shortages, five power dams are presently under construction. However, labour shortages and heavy turnover were preventing rapid headway in their construction.

In logging, major operators reported that their camps were completely staffed for the first time in seven years. Mining and construction also indicated a levelling off in demand, with requirements currently limited to skilled workers. In construction, it was reported that every effort was being made by contractors of large industrial jobs to extend the work as far into the winter as possible.

The *Prairie* region, depending largely on seasonal industries for employment, was currently indicating a continued gain in unemployment. However, the very favourable employment conditions of the summer months boosted general employment levels.

Woods operators in the Lakehead district had already received a full complement of labour. Immigration was in part responsible for easing the situation, not only by providing large numbers of workers but also by greatly reducing turnover,

usually a formidable problem in woods employment.

In agriculture, the contracts of many Polish veterans had come up for renewal; some areas reported that more than 60 per cent had already been renewed which provided a fair indication of satisfaction for both employer and employee.

Few labour needs were reported in mining and meat packing plants owing to normal seasonal influences. Residential construction had slackened markedly causing lay-offs of unskilled and semi-skilled workers, but industrial building was active despite weather conditions.

The *Pacific* region reported that unemployment was steadily gaining and further deterioration was expected until the break in spring activity. The problem of winter unemployment in this region has always been severe because of the type of industry prevailing, but an influx of *Prairie* families during the past few months has added greatly to the burden.

Logging employment had been maintained at a high level, but the annual Christmas shut-down had interrupted operations and prevented further recruiting until the New Year. It appeared certain that the 1947 season would break all previous records in logging production.

The seasonal increase in job-seekers had provided workers for the labour-starved mining industry. Both gold and base metal mining industries indicated production gains owing to the freer flow of workers. Experienced coal miners, however, were urgently needed; labour unrest was also holding production back in this industry.

DEVELOPMENTS IN PRICE CONTROL DURING LAST QUARTER OF 1947

The Government continued its policy of decontrol during October. Following the adoption of the dollar-saving program in November, however, price ceilings were reimposed on several items. The following article outlines developments until the end of the year. On January 15 the Minister of Finance announced that price ceilings would be reimposed on meat and butter, that markup controls would be applied where necessary to imported fruits and vegetables, and that the Government would ask Parliament for an extension until March 31, 1949, of power to impose price controls. More detailed information on this program will appear in a subsequent issue of the **LABOUR GAZETTE**.

After the extensive decontrol step of September 15, 1947 (L.G., Oct., 1947, p. 1545), price ceilings were confined to a small number of key or very scarce items, and few of the numerous other controls once associated with the stabilization program remained in effect.

Then on October 22, ceiling prices were lifted on meats and meat products except lard and tallow¹, and on oats, barley and screenings. The decontrol of meats scheduled to take place in September to coincide with the heavy fall movement of livestock to market, had been postponed because of the occurrence in the early part of the month of work stoppages in the packing industry. With the approaching settlement of these disputes, meat supplies were expected to return quickly to normal and ceiling prices could be removed. At the same time all slaughter control regulations were revoked. These had provided for permit control of all slaughterers and for the stamping of all meats. One regulation respecting slaughtering remained in effect—that requiring the defatting of beef carcasses.

Linked with the removal of price ceilings on meats was the decontrol of oats, barley and screenings and the termination of subsidies on feed grains. It had been announced by the Government in July that ceilings and subsidies on feed grains would be continued as long as any important livestock products remained subject to price control. Subsidy payments withdrawn in October amounted to 25 cents per bushel on wheat and barley and 10 cents per bushel on oats sold for feeding purposes. The feed grain freight assistance policy remains in effect at least until the end of the crop year, July 31, 1948. The lifting of feed grain ceilings stimulated the more rapid

movement of these grains into feeder positions. Because of the critical domestic feed supply, the policy of allowing no exports of oats and barley during the current crop year was maintained.

Fruits and Vegetables Controlled

The emergency economic measures adopted by the Government on November 18, 1947, were a new source of problems for price control and led to the re-imposition of price ceilings on several items. The program undertaken to correct the drain on Canada's supply of U.S. exchange, prohibited or placed under quota restrictions the importation of a large number of commodities including various foodstuffs. The announcement of these restrictions was followed almost immediately by rapid and sharp fluctuations in the prices of some foods, notably fruits and vegetables both fresh and canned, and canned citrus fruit juices. In part the chaotic price situation reflected hoarding and panic buying, arising from fears of shortages.

On November 24, 1947, the Minister of Finance stated that the Government was prepared to take steps to halt price speculation in basic foodstuffs. He announced that the Wartime Prices and Trade Board would re-impose price ceilings on the more important canned fruits and vegetables, and would be prepared to re-impose markup control on fresh fruits and vegetables and canned fruit juices. In a review of the situation he referred to unfounded fears of scarcities of the necessities of life, and stated—

"Moreover, on items of such a basic character, the government will not hesitate to augment the supply if real shortages are being experienced and would do so, in case of real need, either through direct purchase from foreign markets, as was done

¹ Poultry had been decontrolled earlier.

during the war, or by facilitating import through amendments to the list of goods now prohibited or under quota."

It was made clear by the Minister, however, that the Government did not intend to move back to any general system of price control. Basic vegetables, both fresh and canned, represented a special case since a large part of the supply had left the hands of growers and producers, and there was thus no justification for large price advances when costs had already been established.

Ceiling prices became effective November 27, on canned peaches, pears, plums, peas, corn, green and waxed beans, tomatoes and tomato juice. Maximum prices set for these commodities were above the previous ceilings to allow for some cost increases, but in no event were to be higher than those prevailing on November 17. Markup control at all trade levels was imposed on canned citrus fruit juices on December 4. Importers, wholesalers and retailers were allowed the markup permitted when the goods were previously subject to price control or the basic period markup, whichever was lower.

As an aid to the effectiveness of price control, the canned fruits and vegetables and canned citrus juices on which ceilings had been re-imposed were placed under the policy of equitable distribution. This meant that suppliers were now required to allocate 80 per cent of their current stock of these goods to their former customers, i.e., those to whom they delivered goods during the year ending June 30, 1947.

Further Steps in Decontrol

Meanwhile, in other fields there were further steps in the removal of controls. Consumer rationing ended November 3, 1947, with the termination of the rationing of sugar and molasses, in effect since July, 1942. Sugar supplies had begun to improve rapidly in the spring and early summer of 1947, with the harvesting of an exceptionally good Cuban crop. Increased allocations by the International Emergency Food Council had made possible substantial increases in the consumer ration and in quotas to industrial and other users. Additional sugar became available later in the year as lack of foreign exchange prevented some countries from taking up their quotas.

Sugar and molasses remained under price control but the maximum price of sugar

was raised one cent per pound. This increase was authorized in view of the re-imposition of the import duty on sugar, and also contained an allowance for the increased cost of cotton and jute bags and other materials. At the same time it was stated that the bonus of one-quarter cent per pound on the 1947 sugar beet crop would be absorbed in the one cent per pound increase, and that domestic sugar beet production would not be subsidized in 1948. On November 19, the ceiling price of sugar was moved back to its old level upon the removal of the excise tax of one cent per pound.

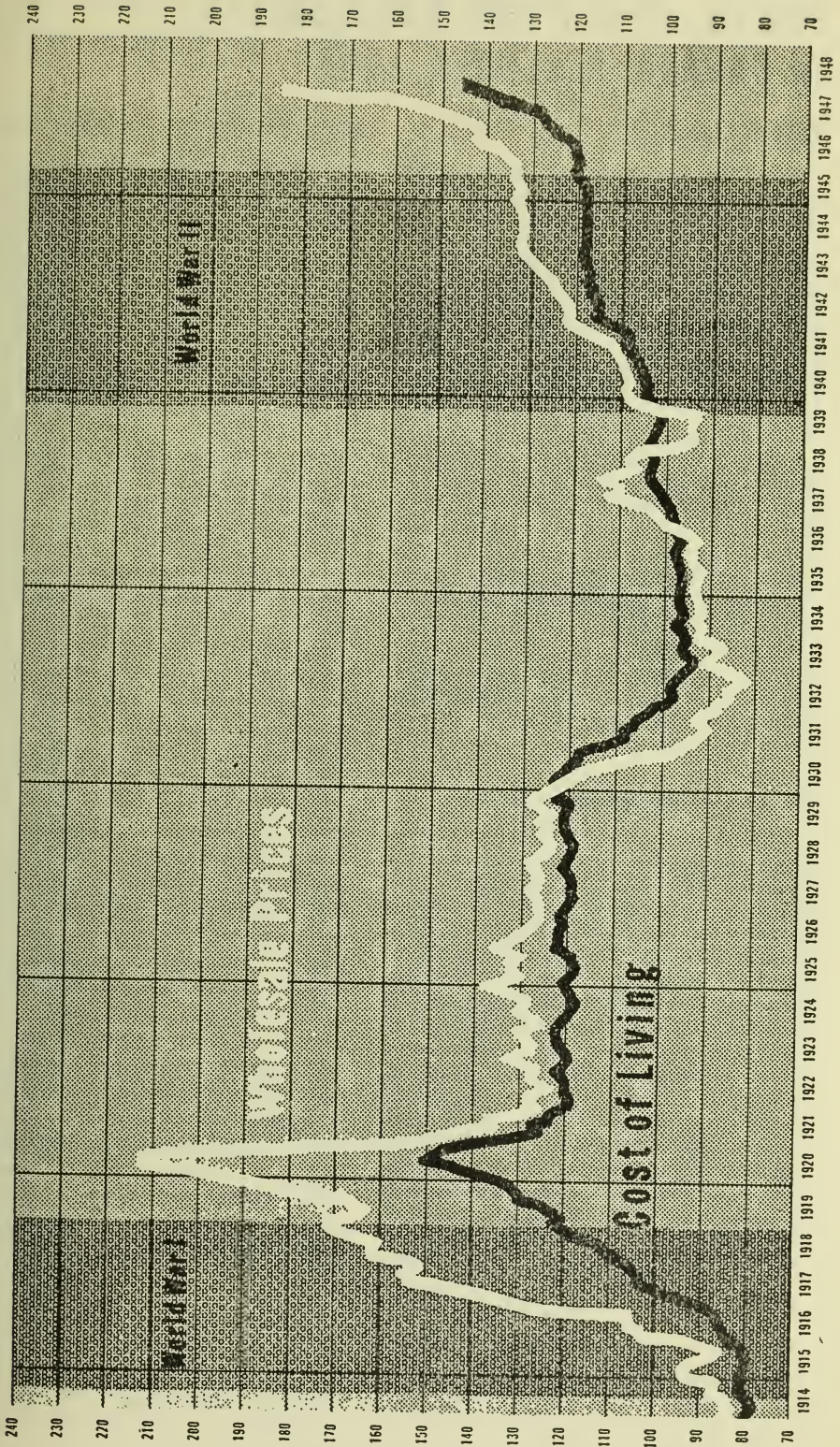
At the end of December, 1947, all remaining controls affecting the manufacture, supply and distribution of wood-pulp, paperboard, and all other types of pulp and paper were withdrawn. Price decontrol in the pulp and paper field had been completed in September, when it was announced that all other controls would be terminated at the end of the year. Ceiling prices were lifted on raisins, currants and prunes at the end of 1947, by which time the supplies bulk purchased for the trade by Commodity Prices Stabilization Corporation had been largely sold.

Rentals

There were several developments in the rentals field. On October 24, price control was lifted on the supplying for a combined charge, of room and board except when less than two meals daily are served. Advances in operating costs, particularly food prices, were exerting considerable pressure on these charges and had given rise to many requests for adjustments. Rather than undertake at this stage the task of establishing appropriate increases in individual cases, it was decided to decontrol these "bona fide boarding houses", i.e. those supplying two or more meals daily.

An order was also issued providing for the complete removal of controls on commercial accommodation on March 8, 1948. This was in accordance with the previously announced intention of the government not to prolong rental and eviction controls on commercial accommodation beyond the Continuation of Transitional Measures Act. From the initial step in December, 1945, a program of gradual and continuous decontrol had been followed, and freedom of bargaining already prevailed with respect to a substantial proportion of commercial space.

COST OF LIVING AND WHOLESALE PRICES IN CANADA
 from January 1914 to date
 (Base: 1935-1939 = 100)



PRICES, RETAIL AND WHOLESALE IN CANADA, DECEMBER, 1947*

Cost of Living

The Dominion Bureau of Statistics cost-of-living index rose 2.4 points to 146.0 (1933-1939=100) between November 1 and December 1, 1947. The index for food prices recorded a further sharp increase from 173.6 to 178.7 as dairy products, vegetables and fruits moved higher. There was a moderate decrease in egg prices while meats showed little change. Removal of the sales tax from electricity and gas rates reduced the fuel and light index from 122.6 to 120.3; this was the only budget group to move lower. Increases in clothing were general, and the index for this group continued upward from 157.0 to 159.3. Home-furnishings and services advanced from 151.4 to 154.9 on higher prices for furniture, textile furnishings, electrical equipment and hardware. The miscellaneous items index mounted from 118.2 to 119.8, while rents remained at 119.9.

When adjusted to the base August 1939=100, the Dominion cost-of-living index moved up from 142.5 on November 1 to 144.8 on December 1.

Cost of Living in Eight Cities

There were further advances in cost-of-living indexes for all eight regional cities between November and December, 1947. These increases were as follows: 2.6 points to 146.0 for Vancouver, 2.5 each for Saint John at 143.9 and Toronto at 144.0, 2.3 to 148.6 for Montreal, 2.2 to 147.5 for Saskatoon, 1.6 to 140.8 for Winnipeg and 1.2 each for Halifax at 141.8, and Edmonton at 139.9. As usual higher food costs accounted for the major share of advances. However, substantial increases occurred also in the home-furnishings and services, clothing and miscellaneous items groups. Fuel and lighting costs moved lower at all centres during the period under review due to removal of the sales tax from electricity and gas rates.

* See Tables F-1 to F-6.

Wholesale Prices, November, 1947

Wholesale prices continued to move higher between October and November, 1947, as indicated by a gain of 3.2 points to 142.5 (1926=100) in the general wholesale price index. This marked a cumulative increase of 31.5 points since October, 1946, and 28.3 points since the beginning of 1947. Among group changes fibres, textiles and textile products registered the sharpest rise, a gain of 9.1 points to 146.5 for this series being supported by substantially higher prices for cotton yarns, cotton fabrics, cotton knit goods, jute bags, wool blankets and rayon fabrics. In the same interval vegetable products rose 4.8 to 131.6 when advances for oats, barley, rye, rolled oats, raw rubber, sugar, potatoes and hay outweighed decreases for oranges and cocoa beans. A gain of 3.4 to 144.1 for animal products reflected firmer quotations for hides and skins, leather footwear, veal carcass, fluid milk, eggs and codfish, while non-metallic minerals and their products recorded an advance of 2.1 to 121.2 due to higher prices for gasoline, coal oil, asphalt, quicklime and asbestos. Wood, wood products and paper rose 1.1 to 176.8 following upturns in spruce and hemlock lumber; non-ferrous metals 1.0 to 135.9, reflecting a firmer tone for aluminium sheet, silver and zinc, and chemical products 0.7 to 112.6 due to strength in glycerine and fertilizer prices. Iron and its products held unchanged at the October level of 148.3.

The Canadian farm product wholesale price index rose 3.6 points to 126.5 (1926=100) between October and November. Sub-group changes in the same interval showed field products up 4.5 points to 114.0 due to gains for oats, barley, rye, potatoes, onions and hay. Animal products rose 2.3 to 147.5 when higher prices for hides, skins, fluid milk and eggs overbalanced a slightly easier tone for fowl.

STRIKES AND LOCKOUTS IN CANADA DURING DECEMBER, 1947

The time loss due to strike activity in Canada during December, 1947, decreased sharply as compared with the previous month, and was the lowest recorded for any month since February, 1946. Preliminary figures for December, 1947, show 15 strikes and lockouts in existence during the month, involving 3,189 workers, with a time loss of 19,097 man-working days, as compared with 28 strikes in November, 1947, with 14,735 workers involved and a time loss of 119,602 man-working days. In December, 1946, there were 10 strikes, involving 2,256 workers, with a time loss of 23,804 days.

For the year 1947, preliminary figures show that the number of strikes and lockouts recorded was not much changed from the total in 1946. However, during 1947 there was a decline of about 60,000 in the number of workers involved in strikes as compared with 1946, and the time loss was more than 2,000,000 days less than in the previous year. The demand for increased wages was one of the principal causes in more than 70 per cent of the strikes in 1947. Two major strikes during 1947, one of coal miners in the Maritimes and the other of meat packing plant workers across Canada, accounted for about 75 per cent of the total time loss for the year. Preliminary figures show 219 strikes and lockouts in 1947, involving 77,995 workers, with a time loss of 2,422,332 man-working days, as compared with 228 strikes in 1946, involving 139,474 workers and a time loss of 4,516,393 days.

During the month under review the time loss per 1,000 available work days was 0.24, as compared with 1.60 in Novem-

ber, 1947; 0.32 in December, 1946; 2.70 for the year 1947; and 5.03 for the year 1946.

Of the 15 strikes recorded for December, 1947, three were settled in favour of the employers, three were compromise settlements, one was partially successful and one was indefinite in result, work being resumed pending final settlement. At the end of the month seven strikes were recorded as unterminated, namely, structural steel factory workers at Burnaby, B.C.; bakery workers at Vancouver, B.C.; soft drink factory workers at Edmonton, Alta.; printing pressmen at Toronto, Ont.; bush workers at Delray, Ont.; electricians at Montreal, P.Q.; and ships' officers and seamen at Halifax, N.S., and British Columbia ports.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., which commenced on May 30, 1946, are still continuing. A strike of compositors, etc., at one establishment in Edmonton, Alta., which commenced on May 30, 1946, was reported as terminated, work being resumed on January 2, 1948. A strike of metal factory workers at Ottawa, Ont., which commenced on February 24, 1947, is still in progress.

STRIKES AND LOCKOUTS IN GREAT BRITAIN AND OTHER COUNTRIES

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month, bringing up to date that given in the March, 1947, issue in the review *Strikes and Lockouts in Canada and Other Countries*. The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the countries for which such figures are available. Statistics given in the annual review and

in this article are taken from the government publications of the countries concerned.

Great Britain And Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in October, 1947, was 168 and seven were still in progress from the previous month, making a total of 175 during the month. In all stoppages of work in progress in the period there were 72,900 workers involved and a time loss of 213,000 working days was caused.

Of the 168 stoppages which began during October, 21 arose out of demands for advances in wages; 64 over other wage questions; 10 on questions as to working hours; 27 on questions respecting the employment of particular classes or persons; 40 on other questions respecting working

arrangements; three on questions of trade union principle and three were in support of workers involved in other disputes.

United States

Preliminary figures for November, 1947, show 150 strikes and lockouts beginning in the month, in which 45,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 700,000 man days. Corresponding figures for October, 1947, are 175 strikes and lockouts involving 60,000 workers with a time loss of 1,850,000 days.

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Summary

TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Classification	1947			1946		
	Dec.	Nov.	Oct.	Dec.	Nov.	Oct.
Employment—						
Index ⁽¹⁾		197·4	194·8	185·7	182·7	178·1
Labour Force.....000		4,934			4,848	
No. employed.....000		4,847			4,733	
No. employed, paid workers 000					3,278	
Unemployment—						
No. unemployed (labour force survey).....000		87			115	
Unplaced applicants.....No.	116,553	95,671	87,177	146,418	134,010	142,059
Unfilled vacancies.....No.	58,308	92,939	109,569	108,702	133,408	141,670
Unemployment insurance claims.....No.	59,555	42,225	36,666	63,760	57,036	57,682
Unemployment in trade unions.%			0·7			1·0
Earnings and Hours—						
Index aggregate weekly pay-rolls ⁽²⁾		189·1	184·8	159·9	154·4	149·8
Per capita weekly earnings.....\$		377·3	37·39	33·95	33·33	33·15
Average hourly earnings.....Cents		84·7	83·4	74·5	72·9	71·4
Average hours worked per week.....		42·9	43·1	43·2	42·4	42·9
Prices—						
Wholesale index ⁽¹⁾	143·5	142·5	139·3	112·0	111·6	111·0
Cost of living index ⁽²⁾	146·0	143·6	142·2	127·1	127·1	126·8
Production—						
Industrial production index ⁽³⁾		177·8	179·6	167·9	165·6	157·6
Mineral production index ⁽³⁾		114·2	116·4	109·5	104·1	100·9
Manufacturing, index ⁽³⁾		191·2	191·7	179·2	177·6	167·8
Electric power, index ⁽³⁾		156·0	169·0	158·3	154·0	155·3
Electric power.....000 k.w.h.		3,613,726	3,862,696	3,672,116	3,566,742	3,550,001
Construction contracts awarded.....\$000	35,102	59,767	75,036	36,535	48,004	73,308
Pig iron.....tons		174,147	163,335	161,464	135,269	74,958
Steel ingots and castings.....tons		255,372	256,461	237,300	222,264	123,841
Inspected slaughterings, cattle No.		197,291	91,710	132,632	216,513	208,625
Hogs.....No.		629,305	337,175	384,857	442,247	379,254
Flour production.....000 bbl.		2,159	2,531	2,350	2,519	2,433
Newsprint.....tons	368,925	364,483	396,251	341,951	364,304	376,436
Cement, producers' shipments.....000 bbl.		1,072	1,310	532	931	1,192
Automobiles and trucks.....No.		(*)23,267	(*)25,479	17,348	19,105	14,951
Timber scaled in B.C.....000 F.B.M.				208,286	288,015	297,160
Gold.....oz.		252,174	258,765	227,469	231,204	240,823
Copper.....000 lb.		38,086	44,328	30,328	35,415	30,232
Lead.....000 lb.		29,302	25,575	26,557	22,679	29,745
Nickel.....000 lb.		19,742	22,974	16,988	17,468	17,219
Zinc.....000 lb.		37,472	37,222	37,071	37,012	36,831
Coal.....000 tons		1,700	1,733	1,572	1,580	1,620
Distribution—						
Retail sales index, unadjusted.....		274·5	254·1	282·2	245·8	227·2
Retail sales index, adjusted ⁽⁴⁾		258·5	234·0	212·4	223·5	210·6
Wholesale sales index unadjusted.....		297·1	325·2	222·2	257·2	276·8
Trade, external, excluding gold.....\$000		485,100	508,200	396,237	433,302	393,001
Imports, excluding gold.....\$000		229,100	254,500	181,913	193,164	186,393
Exports, excluding gold.....\$000	266,200	253,100	250,800	211,903	232,219	204,150
Railways—						
Operating revenues.....\$000			69,870	61,926	64,791	65,305
Operating expenses.....\$000			58,676	53,318	52,362	54,201
Revenue freight.....000 ton miles			5,740,515	4,814,217	5,267,351	5,466,545
Employees.....No.			174,145	167,800	168,771	170,927
Car loadings, revenue freight ⁽⁴⁾Cars	289,072	341,338	345,125	274,659	321,264	331,347
Banking and Finance—						
Common stocks, index ⁽³⁾	106·2	107·3	105·5	106·4	102·5	101·8
Preferred stocks, index ⁽³⁾	148·1	150·2	152·0	156·0	154·7	153·6
Bond yields, Dominion, index ⁽³⁾	84·7	84·4	84·2	85·0	85·0	85·0
Cheques cashed, individual accounts.....\$000		6,774,051	7,208,951	5,935,179	6,211,500	6,312,554
Bank loans, current, public.....\$000		1,985,290	1,859,432	1,453,801	1,430,543	1,301,651
Money Supply.....\$000		7,544,486	7,618,564	7,501,800	7,612,800	7,415,800
Circulating media in hands of public.....\$000		1,118,918	1,120,642	1,095,500	1,107,500	1,093,000
Deposits, notice.....\$000		3,710,418	3,752,715	3,469,300	3,460,146	3,476,700
Deposits, demand.....\$000		2,126,445	2,263,085	2,290,800	2,181,800	2,315,700
Other.....\$000		588,703	482,122	646,200	863,354	530,300

(¹) Base 1926=100. (²) Base, June, 1941=100. (³) Base 1935-1939=100. (⁴) Figures are for four week periods. (*) Factory shipments.

A—Labour Force

TABLE A-1.—CANADIAN LABOUR FORCE

SUMMARY OF NATIONAL ESTIMATES

(Thousands of Persons 14 Years of Age and Over)

Population Class	November 8, 1947	August 16, 1947	November 9, 1946	November 17, 1945
Civilian Non-institutional Population.....	9,003	8,971	8,866	8,333
Civilian Labour Force.....	4,934	5,081	4,848	4,498
Total Employed.....	4,847	5,008	4,733	4,326
Agriculture.....	1,068	1,299	1,071	1,058
Forestry.....	117	54	} 159	112
Fishing and trapping.....	18	22		
Mining, quarrying and oil wells.....	65	68	} 64	70
Manufacturing.....	1,242	1,237	} 1,299	1,169
Public utility operations.....	37	41		
Construction.....	284	283	} 244	184
Transportation, storage and communications.....	362	382	} 359	331
Trade.....	680	671	} 723	653
Finance, insurance and real estate.....	132	131		
Service.....	842	820	} 814	749
Unemployed.....	87	73	} 115	172
Not in the labour force.....	4,069	3,890	4,018	3,835

B—Labour Income

TABLE B-1.—MONTHLY ESTIMATES OF WAGES, SALARIES AND SUPPLEMENTARY LABOUR INCOME

(\$ Millions)

—	Agricul- ture, ⁽¹⁾ Logging, Fishing, and Trapping	Manu- facturing, Mining, and Electric Power	Con- struction	Trans- portation, Storage, Com- muni- cations and Trade	Finance and Services (incl. Gov't.)	Supple- mentary ⁽²⁾ Labour Income	Total ⁽³⁾
1946							
January.....	25	152	14	97	87	21	395
February.....	27	152	14	100	89	20	402
March.....	26	156	15	101	90	21	408
April.....	22	154	16	102	89	20	404
May.....	22	151	19	103	91	20	405
June.....	26	156	21	105	93	21	421
July.....	29	154	22	107	94	21	427
August.....	33	157	23	109	96	22	439
September.....	31	160	23	112	97	22	446
October.....	31	165	23	114	97	23	454
November.....	31	171	22	118	99	24	465
December.....	32	157	17	117	99	23	446
1947							
January.....	28	176	18	116	99	24	460
February.....	30	176	19	118	99	24	467
March.....	29	178	20	119	99	24	469
April.....	24	180	22	120	100	23	469
May.....	25	184	25	123	101	24	483
June.....	28	187	27	126	104	24	497
July.....	31	192	30	128	105	25	512
August.....	34	194	31	128	106	25	517
September.....	36	198	32	130	107	26	530

(1) Includes Agricultural Supplementary Labour Income.

(2) Excludes Agricultural Supplementary Labour Income.

(3) All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree exactly with the sum of the estimates.

C—Employment Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision).

Geographical and Industrial Unit	Number of Employees Reported at Nov. 1, 1947	Aggregate Weekly Payrolls Reported at Nov. 1, 1947	Average Weekly Earnings Reported at			Index Numbers Based on June 1, 1941 as 100 p.c.								
						Employment			Aggregate Weekly Payrolls					
			Nov. 1, 1947	Oct. 1, 1947	Nov. 1, 1946	Nov. 1, 1947	Oct. 1, 1947	Nov. 1, 1946	Nov. 1, 1947	Oct. 1, 1947	Nov. 1, 1946	Nov. 1, 1947	Oct. 1, 1947	Nov. 1, 1946
(a) PROVINCES														
Maritime Provinces	150,050	5,952,248	33.67	33.56	30.75	126.6	123.5	117.5	194.8	189.3	164.7			
Prince Edward Island.....	3,428	103,952	30.32	30.28	28.58	151.4	151.9	130.4	210.7	211.1	170.2			
Nova Scotia.....	85,873	2,878,123	33.52	33.44	30.98	119.7	117.0	115.4	177.9	173.6	157.8			
New Brunswick.....	60,749	2,070,173	34.08	33.92	30.51	137.0	132.8	120.6	223.5	215.8	176.4			
Quebec	612,453	22,162,515	36.19	35.78	32.31	129.2	126.7	120.2	195.0	189.1	161.9			
Ontario	846,973	32,950,557	38.90	38.47	33.58	125.2	123.7	114.8	179.6	175.5	141.9			
Prairie Provinces	235,485	8,878,395	37.70	37.52	34.22	132.7	130.0	127.7	188.9	184.2	165.0			
Manitoba.....	106,344	3,976,778	37.40	37.14	34.06	128.6	124.9	126.2	181.3	174.8	161.9			
Saskatchewan.....	47,829	1,749,510	36.58	35.80	33.15	131.9	128.0	126.3	186.3	177.0	161.3			
Alberta.....	81,312	3,152,107	38.77	38.98	35.07	138.6	138.4	130.4	200.9	201.7	171.6			
British Columbia	193,557	7,864,299	40.63	40.39	36.50	150.3	152.7	135.1	214.3	216.4	173.3			
CANADA	2,038,518	76,908,014	37.73	37.39	33.33	129.3	127.6	119.6	189.1	184.9	154.4			
(b) CITIES														
Montreal.....	289,260	10,609,767	36.68	36.03	33.33	129.6	128.6	123.6	185.2	180.5	160.6			
Quebec City.....	29,932	976,755	32.63	32.28	28.70	121.3	121.9	106.8	188.1	187.0	146.2			
Toronto.....	264,585	10,196,292	38.54	38.20	33.59	128.2	124.7	118.4	184.3	177.6	147.4			
Ottawa.....	24,489	805,304	32.88	32.94	29.46	121.4	121.2	119.9	173.3	173.4	152.6			
Hamilton.....	63,237	2,445,657	38.67	38.80	33.17	117.1	116.0	106.8	164.8	163.7	129.0			
Windsor.....	39,400	1,796,330	45.59	44.51	36.90	121.2	121.7	104.7	148.1	145.1	102.4			
Winnipeg.....	68,946	2,356,479	34.18	33.76	31.07	132.2	125.9	130.8	177.5	166.9	159.5			
Vancouver.....	82,176	3,115,451	37.91	37.67	34.55	154.8	158.7	148.0	220.8	224.9	193.2			
Halifax.....	22,390	727,446	32.49	32.45	29.79	124.4	121.4	131.8	178.3	173.8	171.3			
Saint John.....	13,860	445,957	32.18	31.80	29.65	129.9	137.7	121.2	192.9	202.2	166.3			
Sherbrooke.....	10,334	333,477	32.27	32.12	27.68	114.5	113.3	110.4	177.6	175.0	146.9			
Three Rivers.....	11,841	433,817	36.64	37.34	31.99	142.9	141.5	124.8	202.2	204.0	154.4			
Kitchener-Waterloo.....	20,561	770,270	37.46	37.37	29.66	135.3	131.7	118.9	223.3	216.8	154.8			
London.....	25,938	918,535	35.41	34.97	31.58	143.1	143.1	136.3	201.0	195.9	168.4			
Fort William-Port Arthur.....	12,492	521,163	41.72	41.50	35.68	87.1	85.9	75.2	136.2	133.6	100.2			
Regina.....	11,878	394,949	33.25	32.71	29.76	129.8	125.9	125.0	187.1	178.5	160.9			
Saskatoon.....	8,225	277,777	33.77	33.11	29.85	162.4	159.9	152.1	248.2	239.2	206.1			
Calgary.....	21,339	766,944	35.94	35.37	32.60	134.3	131.8	125.6	191.2	184.7	156.3			
Edmonton.....	21,155	734,217	34.71	33.74	31.00	152.4	140.7	142.9	217.2	194.9	181.9			
Victoria.....	13,016	472,227	36.28	36.41	31.80	152.2	155.2	155.3	216.2	224.8	196.9			
(c) INDUSTRIES														
Manufacturing	1,076,182	41,404,327	38.47	38.04	33.45	122.0	121.2	114.8	180.8	177.5	147.5			
Durable Goods ⁽¹⁾	496,575	20,469,582	41.22	40.94	35.83	117.5	117.3	107.4	171.6	170.0	136.5			
Non-Durable Goods.....	552,047	19,772,799	35.82	35.21	31.17	125.8	124.3	121.6	191.5	186.0	160.1			
Electric Light and Power.....	27,559	1,161,946	42.16	41.79	38.91	135.2	136.6	123.3	180.2	180.3	147.8			
Logging.....	105,524	3,888,166	36.85	36.63	30.28	218.8	180.7	188.6	404.4	332.0	286.7			
Mining.....	79,270	3,549,116	44.77	45.29	40.22	94.7	93.2	88.3	133.1	132.5	112.1			
Communications.....	45,407	1,604,346	35.33	34.95	33.45	172.8	174.3	158.0	223.8	223.2	194.2			
Transportation.....	178,211	8,018,097	44.99	44.45	41.28	139.9	143.4	137.3	192.1	194.6	173.2			
Construction and Maintenance.....	235,339	8,672,229	36.85	36.55	32.67	130.0	129.8	109.3	208.0	205.9	155.5			
Services ⁽²⁾	64,987	1,584,170	24.38	24.07	21.95	142.3	145.8	130.6	211.3	213.7	177.4			
Trade.....	253,598	8,187,563	32.29	31.99	29.13	138.2	135.0	128.4	188.6	182.6	158.6			
Eight Leading Industries	2,633,518	76,908,014	37.73	37.39	33.33	129.3	127.6	119.6	189.1	184.9	154.4			
Finance.....	83,070	3,091,269	37.21	37.20	35.52	136.4	136.2	128.4	175.6	175.4	158.2			
Nine Leading Industries	2,121,588	79,999,283	37.71	37.38	33.42	129.6	128.0	120.0	188.5	184.5	154.6			

(1) This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, with the exception of electric light and power.

(2) Mainly hotels and restaurants and laundry and dry cleaning plants.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(Base: June 1, 1941=100)

(The latest figures are subject to revision)

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Earnings	Index Numbers of			Average Weekly Earnings
	Employment	Aggregate Weekly Payrolls	Average Weekly Earnings		Employment	Aggregate Weekly Payrolls	Average Weekly Earnings	
			\$				\$	
June 1, 1941.....	100.0	100.0	100.0	25.25	100.0	100.0	100.0	25.57
Nov. 1, 1944.....	120.4	151.0	127.9	32.29	131.7	168.1	129.8	33.20
Nov. 1, 1945.....	112.1	139.3	126.6	31.95	110.9	139.3	127.6	32.64
Nov. 1, 1946.....	119.6	154.4	132.0	33.33	114.8	147.5	130.8	33.45
Dec. 1, 1946.....	121.6	159.9	134.5	33.95	115.6	153.6	135.1	34.54
Jan. 1, 1947.....	118.5	149.9	129.3	32.64	113.5	141.5	126.7	32.40
Feb. 1, 1947.....	118.3	160.6	138.7	35.03	115.4	156.8	138.2	35.34
Mar. 1, 1947.....	118.1	163.0	141.0	35.61	115.8	159.5	140.0	35.81
Apr. 1, 1947.....	118.3	163.9	141.5	35.73	116.3	160.8	140.7	35.98
May 1, 1947.....	117.6	163.7	142.1	35.89	116.5	162.7	141.8	36.27
June 1, 1947.....	120.8	168.5	142.6	36.00	117.6	165.9	143.3	36.64
July 1, 1947.....	124.1	173.8	143.2	36.15	119.4	167.7	142.6	36.47
Aug. 1, 1947.....	126.1	178.6	144.7	36.53	120.5	171.5	144.6	36.97
Sept. 1, 1947.....	126.5	180.3	145.6	36.76	121.0	173.3	145.3	37.16
Oct. 1, 1947.....	127.6	184.9	148.1	37.39	121.2	177.5	148.8	38.04
Nov. 1, 1947.....	129.3	189.1	149.4	37.73	122.0	180.8	150.4	38.47

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

Average Calendar Year 1926=100

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Nov. 1, 1931.....	103.0	116.6	.....	.....	.....	96.2	98.1	128.2	.....	.....	.....	98.9
Nov. 1, 1932.....	84.7	86.8	.....	.....	.....	83.6	84.2	91.6	.....	.....	.....	77.8
Nov. 1, 1933.....	91.3	90.2	.....	.....	.....	92.2	91.4	94.6	.....	.....	.....	84.0
Nov. 1, 1934.....	100.2	104.9	.....	.....	.....	98.0	103.6	96.5	.....	.....	.....	94.1
Nov. 1, 1935.....	107.7	111.1	.....	.....	.....	105.0	110.0	108.1	.....	.....	.....	101.8
Nov. 1, 1936.....	111.0	119.4	.....	.....	.....	110.3	112.8	106.0	.....	.....	.....	105.4
Nov. 1, 1937.....	125.2	127.3	83.0	124.9	132.8	130.5	130.4	106.2	99.3	115.9	110.5	111.5
Nov. 1, 1938.....	114.6	112.6	95.0	123.6	100.3	119.7	115.0	108.1	97.6	132.2	108.1	107.5
Nov. 1, 1939.....	123.6	117.9	101.1	126.9	108.1	131.5	124.4	112.7	103.1	124.3	120.0	115.5
Nov. 1, 1940.....	139.2	133.8	134.0	142.4	123.4	148.7	142.5	119.7	110.5	123.5	131.6	126.3
Nov. 1, 1941.....	167.6	179.6	112.8	198.1	160.7	177.1	173.0	136.1	130.1	134.7	146.5	149.4
Nov. 1, 1942.....	183.3	189.0	108.0	214.1	162.6	198.1	185.2	140.2	138.0	135.6	146.6	187.2
Nov. 1, 1943.....	188.7	194.1	121.6	216.3	170.4	206.2	187.4	148.1	142.1	138.8	163.6	193.8
Nov. 1, 1944.....	183.8	187.1	132.3	204.5	168.3	196.7	185.9	148.1	143.9	141.8	158.5	182.5
Nov. 1, 1945.....	171.2	178.2	123.1	193.6	161.8	178.8	170.8	150.6	145.4	145.9	161.7	172.5
Nov. 1, 1946.....	182.7	179.0	139.7	193.7	162.7	189.1	185.1	163.8	157.4	160.9	175.4	182.2
Dec. 1, 1946.....	185.7	184.5	137.7	193.2	176.2	192.7	188.2	164.7	157.7	160.3	178.1	184.6
Jan. 1, 1947.....	181.0	169.4	128.9	169.0	162.4	186.7	186.7	158.3	151.3	148.4	175.4	180.4
Feb. 1, 1947.....	180.7	168.0	124.7	172.3	165.2	186.2	187.6	154.6	148.3	142.9	171.7	180.8
Mar. 1, 1947.....	180.4	148.9	124.0	138.1	164.4	188.4	188.7	155.4	149.5	145.1	171.1	180.9
Apr. 1, 1947.....	180.7	153.3	127.4	138.2	174.4	185.8	189.9	155.3	149.1	145.5	171.1	183.6
May 1, 1947.....	179.6	151.7	128.0	141.9	165.7	182.2	189.4	155.7	148.9	147.2	171.5	186.2
June 1, 1947.....	184.5	165.8	139.3	165.2	168.2	186.9	191.8	161.9	152.4	157.7	179.1	192.4
July 1, 1947.....	189.5	179.4	150.9	186.3	172.2	191.2	195.7	167.3	155.7	162.5	187.8	196.9
Aug. 1, 1947.....	192.6	183.9	157.0	188.2	180.1	195.0	196.7	172.1	159.1	167.5	194.8	204.2
Sept. 1, 1947.....	193.2	184.7	159.2	191.7	177.3	196.1	196.4	172.1	158.5	168.0	195.4	207.5
Oct. 1, 1947.....	194.8	185.2	162.7	196.5	179.2	199.3	199.6	166.8	155.7	163.1	186.1	206.0
Nov. 1, 1947.....	197.4	193.0	162.2	200.9	184.8	203.2	201.9	170.2	160.4	168.1	186.4	202.7
Relative Weight of Employment by Provinces and Economic Areas as at Nov. 1, 1947....	100.0	7.4	-2	4.2	3.0	30.0	41.5	11.6	5.2	2.4	4.0	9.5

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY
(The latest figures are subject to revision.)

Industries	Number of Employees Reported at Nov. 1, 1947	Aggregate Weekly Payrolls Reported at Nov. 1, 1947	Average Weekly Earnings Reported at			Index Numbers Based on June 1, 1941 as 100 p.c.		
			Nov. 1, 1947	Oct. 1, 1947	Nov. 1, 1946	Employment		
						Nov. 1, 1947	Nov. 1, 1947	Nov. 1, 1946
		\$	\$	\$				
Manufacturing	1,076,182	41,404,327	38-47	38-04	33-45	122-0	121-2	114-8
Animal products—edible.....	50,822	1,808,546	35-59	35-25	32-08	145-1	110-3	146-2
Fur and products.....	3,924	150,613	38-38	35-10	32-16	126-3	121-5	140-5
Leather and products.....	31,313	916,728	29-28	28-47	26-08	109-2	110-8	116-1
Boots and shoes.....	19,003	530,118	27-90	27-32	25-35	104-3	106-9	112-0
Lumber and its products.....	81,446	2,821,674	34-64	34-35	31-04	124-2	126-2	114-1
Rough and dressed lumber.....	48,281	1,735,137	35-94	35-64	32-36	115-6	119-4	100-3
Furniture.....	14,972	501,998	33-53	32-94	29-30	141-8	140-3	144-1
Other lumber products.....	18,193	584,539	32-13	31-97	29-52	140-0	139-9	132-7
Plant products—edible.....	70,173	2,209,477	31-49	30-66	28-06	157-5	177-2	155-5
Pulp and paper products.....	114,095	5,014,228	43-95	43-63	38-17	140-9	140-8	130-6
Pulp and paper.....	51,346	2,629,731	51-22	51-21	43-90	139-4	140-2	125-6
Paper products.....	21,747	764,086	35-14	34-44	29-82	154-9	153-4	151-2
Printing and publishing.....	41,002	1,620,411	39-52	38-81	35-61	135-6	133-0	128-0
Rubber products.....	24,588	1,020,789	41-52	41-15	31-29	144-7	143-9	119-8
Textile products.....	153,842	4,533,244	29-47	28-90	26-03	109-9	107-8	105-3
Thread, yarn and cloth.....	56,489	1,734,375	30-70	30-79	26-61	107-7	105-0	100-6
Cotton yarn and cloth.....	21,298	632,339	29-69	29-84	26-31	86-6	85-8	85-7
Woolen yarn and cloth.....	15,083	462,118	30-64	30-43	25-79	109-8	108-3	103-9
Artificial silk and silk goods.....	15,103	477,883	31-64	32-04	27-43	136-7	135-0	122-9
Hosiery and knit goods.....	25,571	675,824	26-43	26-42	23-46	111-4	114-1	111-3
Garments and personal furnishings.....	55,162	1,598,315	28-97	27-40	26-23	114-0	111-6	107-6
Other textile products.....	16,620	524,730	31-57	31-13	27-25	96-7	96-3	103-4
Tobacco.....	10,491	333,588	31-80	31-70	26-99	118-0	115-8	117-9
Beverages.....	18,629	775,366	41-62	40-60	36-71	162-4	164-2	152-1
Chemicals.....	41,304	1,710,512	41-41	40-89	35-54	94-1	92-6	93-1
Clay, glass and stone products.....	21,013	825,546	39-29	38-88	33-58	139-2	138-3	123-3
Electric light and power.....	27,559	1,161,946	42-16	41-79	38-91	135-2	136-6	123-3
Electrical apparatus.....	52,718	2,089,828	39-64	39-36	33-40	168-1	166-1	143-2
Iron and steel products.....	292,146	12,643,595	43-28	43-02	37-59	109-1	108-6	102-1
Crude, rolled and forged products.....	36,593	1,661,995	45-42	45-18	38-46	129-8	128-7	117-7
Machinery (other than vehicles).....	29,765	1,253,762	42-12	41-46	36-73	116-0	115-2	106-4
Agricultural implements.....	16,312	675,586	41-42	42-59	36-27	179-7	178-4	156-5
Land vehicles and aircraft.....	110,994	4,941,952	44-52	43-98	38-78	97-7	97-8	90-2
Automobiles and parts.....	46,563	2,192,702	47-10	46-77	37-09	118-9	117-3	95-4
Steel shipbuilding and repairing.....	24,441	1,083,820	44-34	44-92	39-45	124-9	123-9	119-5
Heating appliances.....	7,371	280,602	38-07	37-78	32-30	144-1	138-7	126-8
Iron and steel fabrication (n.e.s.).....	11,160	478,224	42-85	43-54	39-02	95-9	92-0	79-4
Foundry and machine shop products.....	8,172	342,243	41-88	40-76	36-53	93-2	92-9	93-9
Other iron and steel products.....	47,328	1,925,411	40-67	40-32	35-01	102-1	102-3	104-0
Non-ferrous metal products.....	48,288	2,056,873	42-60	42-47	36-73	116-1	115-5	99-3
Non-metallic mineral products.....	15,709	722,412	45-99	45-31	39-43	121-6	123-1	116-8
Miscellaneous.....	18,122	609,362	33-63	33-00	29-55	138-5	136-4	136-0
Logging	105,524	3,888,166	36-85	36-63	30-28	218-8	180-7	188-6
Mining	79,270	3,549,116	44-77	45-29	40-22	94-7	93-2	88-3
Coal.....	24,252	1,036,680	42-75	44-57	39-71	96-2	94-6	102-5
Metallic ores.....	39,130	1,885,121	48-18	48-17	42-80	81-9	80-4	72-4
Non-metallic minerals (except coal).....	15,888	627,315	39-48	39-36	34-41	144-0	143-0	123-9
Communications	45,407	1,604,346	35-33	34-95	33-45	172-8	174-3	158-0
Telegraphs.....	8,392	317,085	37-78	38-61	35-57	123-3	123-9	119-7
Telephones.....	36,601	1,272,063	34-75	34-11	32-94	188-1	189-8	170-3
Transportation	178,211	8,018,097	44-99	44-45	41-28	139-9	143-4	137-3
Street railways, cartage and storage.....	58,199	2,317,686	39-82	39-38	36-04	150-2	156-7	150-9
Steam railway operations.....	90,257	4,521,891	50-10	49-63	46-35	131-9	133-5	131-4
Shipping and stevedoring.....	29,755	1,178,520	39-61	39-00	35-41	137-4	141-2	123-6
Construction and Maintenance	235,339	8,672,229	36-85	36-55	32-67	130-0	129-8	109-3
Building.....	103,753	4,184,923	40-34	39-73	35-61	157-4	156-3	121-8
Highway.....	93,220	3,044,313	32-66	33-11	29-02	128-0	126-6	107-8
Railway.....	38,366	1,442,993	37-61	36-29	34-12	88-6	91-4	90-7
Services	64,987	1,584,170	24-35	24-07	21-95	142-3	145-8	130-6
Hotels and restaurants.....	42,990	987,767	22-98	22-92	21-01	150-1	155-2	135-5
Personal (chiefly laundries).....	21,997	596,403	27-11	26-37	23-76	129-6	130-3	123-0
Trade	253,598	8,187,563	32-29	31-99	29-13	138-2	135-0	128-4
Retail.....	181,494	5,419,638	29-86	29-54	27-02	136-5	132-4	127-3
Wholesale.....	72,104	2,767,925	38-39	38-00	34-83	146-0	146-5	133-6
Eight Leading Industries	2,038,518	76,908,014	37-73	37-39	33-33	129-3	127-6	119-6
Finance	83,070	3,091,269	37-21	37-20	35-52	136-4	136-2	128-4
Banks and trust companies.....	46,983	1,544,517	32-87	32-86	31-73	144-7	144-6	135-0
Brokerage and stock market.....	3,567	158,137	44-33	44-53	37-77	165-0	162-2	198-9
Insurance.....	32,520	1,388,615	42-70	42-66	40-72	123-5	123-5	116-0
Nine Leading Industries	2,121,588	79,999,283	37-71	37-38	33-42	129-6	128-0	120-0

TABLE C-5.—SEX DISTRIBUTION OF THE PERSONS IN RECORDED EMPLOYMENT

Industries	Nov. 1, 1947				Oct. 1, 1947		Nov. 1, 1946	
	Men		Women		Men	Women	Men	Women
	No.	No.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Manufacturing	828,981	247,301	77.0	23.0	77.1	22.9	76.3	23.7
Animal products—edible.....	40,582	10,240	79.9	20.1	81.4	18.6	81.8	18.2
Fur and products.....	2,426	1,498	61.8	38.2	61.7	38.3	62.4	37.6
Leather and products.....	19,300	12,013	61.6	38.4	62.0	38.0	61.0	39.0
Boots and shoes.....	11,017	7,986	58.0	42.0	58.5	41.5	58.0	42.0
Lumber and products.....	74,945	6,501	92.0	8.0	92.1	7.9	91.4	8.6
Rough and dressed lumber.....	45,635	2,646	94.5	5.5	94.7	5.3	94.6	5.4
Furniture.....	13,574	1,398	90.7	9.3	90.5	9.5	90.2	9.8
Other lumber products.....	15,736	2,457	86.5	13.5	86.6	13.4	85.4	14.6
Plant products—edible.....	44,341	25,832	63.2	36.8	62.3	37.7	64.0	36.0
Pulp and paper products.....	91,526	22,569	80.2	19.8	80.6	19.4	79.1	20.9
Pulp and paper.....	48,650	2,696	94.7	5.3	94.8	5.2	94.1	5.9
Paper products.....	13,939	7,808	64.1	35.9	64.4	35.6	62.2	37.8
Printing and publishing.....	28,937	12,065	70.6	29.4	71.3	28.7	69.9	30.1
Rubber products.....	18,295	6,293	74.4	25.6	75.0	25.0	74.0	26.0
Textile products.....	68,579	85,263	44.6	55.4	45.1	54.9	44.5	55.5
Thread, yarn and cloth.....	34,169	22,320	60.5	39.5	60.9	39.1	61.3	38.7
Cotton yarn and cloth.....	12,524	8,774	58.8	41.2	60.1	39.9	60.1	39.9
Woolen yarn and cloth.....	8,586	6,497	56.9	43.1	57.4	42.6	57.6	42.4
Artificial silk and silk goods.....	9,743	5,300	64.5	35.5	64.4	35.6	64.5	35.5
Hosiery and knit goods.....	9,014	16,557	35.3	64.7	35.9	64.1	35.6	64.4
Garments and personal furnishings.....	16,437	38,725	29.8	70.2	30.2	69.8	29.5	70.5
Other textile products.....	8,959	7,661	53.9	46.1	53.9	46.1	50.0	50.0
Tobacco.....	4,429	6,062	42.2	57.8	42.7	57.3	41.3	58.7
Beverages.....	16,155	2,474	86.7	13.3	87.0	13.0	85.3	14.7
Chemicals and allied products.....	30,959	10,345	75.0	25.0	75.0	25.0	72.0	28.0
Clay, glass and stone products.....	18,500	2,513	88.0	12.0	88.3	11.7	86.5	13.5
Electric light and power.....	24,649	2,916	89.4	10.6	89.4	10.6	89.2	10.8
Electrical apparatus.....	36,366	16,352	69.0	31.0	68.4	31.6	69.0	31.0
Iron and steel products.....	270,485	21,661	92.6	7.4	92.5	7.5	91.8	8.2
Crude, rolled and forged products.....	34,827	1,766	95.2	4.8	95.2	4.8	93.8	6.2
Machinery (other than vehicles).....	26,590	3,175	89.3	10.7	89.2	10.8	88.2	11.8
Agricultural implements.....	15,538	774	95.3	4.7	95.4	4.6	94.6	5.4
Land vehicles and aircraft.....	104,504	6,490	94.2	5.8	94.1	5.9	94.4	5.6
Automobiles and parts.....	41,569	4,989	89.3	10.7	89.1	10.9	90.2	9.8
Steel shipbuilding and repairing.....	23,775	666	97.3	2.7	97.2	2.8	95.2	4.8
Heating appliances.....	6,881	490	93.4	6.6	93.3	6.7	93.1	6.9
Iron and steel fabrication (n.e.s.).....	10,286	874	92.2	7.8	92.0	8.0	92.2	7.8
Foundry and machine shop products.....	7,742	430	94.7	5.3	94.6	5.4	94.0	6.0
Other iron and steel products.....	40,342	6,996	85.2	14.8	85.1	14.9	83.8	16.2
Non-ferrous metal products.....	41,189	7,099	85.3	14.7	85.8	14.2	83.1	16.9
Non-metallic mineral products.....	14,361	1,348	91.4	8.6	91.4	8.6	91.6	8.4
Miscellaneous.....	11,894	6,228	65.6	34.4	66.3	33.7	66.8	33.2
Logging	103,670	1,854	98.2	1.8	98.2	1.8	98.3	1.7
Mining	77,622	1,648	97.9	2.1	97.9	2.1	97.8	2.2
Coal.....	24,005	247	99.0	1.0	99.0	1.0	99.0	1.0
Metallic ores.....	38,335	795	98.0	2.0	97.9	2.1	97.9	2.1
Non-metallic minerals (except coal).....	15,282	606	96.2	3.8	96.1	3.9	95.2	4.8
Communications	21,464	23,943	47.3	52.7	47.2	52.6	45.3	54.7
Telegraphs.....	6,681	1,711	79.6	20.4	79.0	21.0	77.5	22.5
Telephones.....	14,477	22,124	39.6	60.4	39.6	60.4	37.4	62.6
Transportation	166,892	11,319	93.6	6.4	93.5	6.5	93.5	6.5
Street railways, cartage and storage.....	53,684	4,515	92.2	7.8	92.6	7.4	92.2	7.8
Steam railway operation.....	84,500	5,697	93.7	6.3	93.6	6.4	93.4	6.6
Shipping and stevedoring.....	28,648	1,107	96.3	3.7	95.1	4.9	96.5	3.5
Construction and Maintenance	231,440	3,899	98.3	1.7	98.3	1.7	98.2	1.8
Building.....	101,454	2,299	97.8	2.2	97.8	2.2	97.4	2.6
Highway.....	91,749	1,471	98.4	1.6	98.4	1.6	98.3	1.7
Railway.....	38,237	129	99.7	0.3	99.7	0.3	99.7	0.3
Services	30,277	34,710	46.6	53.4	46.4	53.6	45.2	54.8
Hotels and restaurants.....	21,200	21,790	49.3	50.7	49.2	50.8	49.0	51.0
Personal (chiefly laundries).....	9,077	12,920	41.3	58.7	40.9	59.1	37.9	62.1
Trade	159,593	193,005	59.4	40.6	59.8	40.2	57.3	42.7
Retail.....	95,546	85,948	52.6	47.4	53.1	46.9	50.5	49.5
Wholesale.....	55,047	17,057	76.3	23.7	76.3	23.7	75.6	24.4
Eight Leading Industries	1,610,939	427,579	79.0	21.0	79.0	21.0	78.2	21.8
Finance	43,909	39,161	52.9	47.1	52.9	47.1	53.4	46.6
Banks and trust companies.....	22,820	24,163	48.6	51.4	48.5	51.5	49.4	50.6
Brokerage and stock market operations.....	2,305	1,262	64.6	35.4	65.7	34.3	65.0	35.0
Insurance.....	18,784	13,736	57.8	42.2	57.8	42.2	58.0	42.0
All Industries	1,654,848	466,740	78.0	22.0	78.0	22.0	77.2	22.8

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

Week Preceding	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Nov. 1, 1944	46.3	47.0	45.3	70.3	77.7	60.1
Nov. 1, 1945	44.9	45.3	44.6	67.5	74.8	60.6
Nov. 1, 1946	42.4	42.5	42.3	72.9	79.4	66.7
Dec. 1, 1946	43.2	43.2	43.2	74.5	81.8	67.6
*Jan. 1, 1947	38.1	38.0	38.1	76.3	83.3	69.4
Feb. 1, 1947	43.2	43.2	43.1	76.4	83.5	69.4
Mar. 1, 1947	43.4	43.6	43.2	77.1	84.2	69.9
Apr. 1, 1947	43.2	43.4	43.1	77.6	84.8	70.5
May 1, 1947	43.2	43.3	43.1	78.3	85.4	71.2
June 1, 1947	42.9	43.0	42.7	79.9	86.2	73.4
July 1, 1947	42.0	42.5	41.6	80.8	86.8	74.7
Aug. 1, 1947	42.5	42.6	42.3	81.3	87.7	74.8
Sept. 1, 1947	42.3	42.5	42.2	82.2	88.8	75.7
Oct. 1, 1947	43.1	43.5	42.6	83.4	90.6	76.2
Nov. 1, 1947	42.9	43.1	42.7	84.7	91.9	77.6

* The averages at this date were affected by loss of working time at the year-end holidays.

TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING

Week Preceding	All Manufactures(1)		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
Nov. 1, 1944	33.13	32.55	36.67	36.52	28.99	27.23
Nov. 1, 1945	32.55	30.31	35.60	33.88	29.84	27.03
Nov. 1, 1946	33.32	30.91	35.83	33.75	31.17	28.21
Dec. 1, 1946	34.43	32.18	37.15	35.34	32.07	29.20
*Jan. 1, 1947	32.23	29.07	34.40	31.65	30.29	26.44
Feb. 1, 1947	35.22	33.00	37.91	36.07	32.82	29.91
Mar. 1, 1947	35.69	33.46	38.48	36.71	33.17	30.20
Apr. 1, 1947	35.87	33.52	38.59	36.80	33.38	30.39
May 1, 1947	36.13	33.83	38.83	36.98	33.67	30.69
June 1, 1947	36.52	34.28	38.91	37.07	34.32	31.11
July 1, 1947	36.34	33.94	38.71	36.89	34.18	31.08
Aug. 1, 1947	36.85	34.55	39.26	37.36	34.65	31.64
Sept. 1, 1947	37.05	34.77	39.49	37.74	34.83	31.95
Oct. 1, 1947	37.94	35.95	40.94	39.41	35.21	32.46
Nov. 1, 1947	38.38	36.34	41.22	39.61	35.82	33.14

(1) Exclusive of electric light and power.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

	Average Hours Worked			Average Hourly Earnings		
	Nov. 1, 1947	Oct. 1, 1947	Nov. 1, 1946	Nov. 1, 1947	Oct. 1, 1947	Nov. 1, 1946
	Nova Scotia	44.2	43.9	43.7	78.4	76.0	69.1
New Brunswick	45.4	44.7	45.5	77.0	76.3	67.4
Quebec	45.0	45.0	44.7	76.5	75.8	67.4
Ontario	42.1	42.4	41.0	89.1	87.4	75.2
Manitoba	42.0	41.8	42.3	82.6	81.5	72.7
Saskatchewan	42.4	42.5	43.1	86.8	84.3	72.1
Alberta	41.3	41.7	42.1	84.5	81.9	73.4
British Columbia	38.9	39.2	40.1	101.3	100.3	88.3
Montreal	43.0	42.6	43.1	80.6	79.9	72.0
Toronto	40.8	40.8	40.2	88.5	87.7	75.0
Hamilton	41.1	42.2	40.7	91.0	90.3	77.9
Winnipeg	41.2	41.2	41.7	81.9	80.4	72.4
Vancouver	38.2	38.6	38.9	100.7	99.5	89.7

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages			Wage-Earners ⁽²⁾ Working Hours Shown in Col. 1
	Nov. 1, 1947	Oct. 1, 1947	Nov. 1, 1946	Nov. 1, 1947	Oct. 1, 1947	Nov. 1, 1946	Nov. 1, 1947	Oct. 1, 1947	Nov. 1, 1946	
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$	
Manufacturing	42.9	43.1	42.4	84.7	83.4	72.9	36.34	35.95	30.91	791,986
*Durable manufactured goods.....	43.1	43.5	42.5	91.9	90.6	79.4	39.61	39.41	33.75	393,073
Non-durable manufactured goods.....	42.7	42.6	42.3	77.6	76.2	66.7	33.14	32.46	28.21	398-913
Animal products—edible.....	41.1	43.7	42.8	80.9	71.6	68.2	33.25	31.29	29.19	27,386
Dairy products.....	47.3	46.8	46.4	68.9	68.3	62.6	32.59	31.96	29.05	6,113
Meat products.....	39.2	42.8	41.9	90.0	84.9	72.3	35.28	36.34	30.29	17,666
Leather products.....	39.8	40.0	41.9	68.0	66.7	58.1	27.06	26.68	24.34	22,434
Leather boots and shoes.....	39.3	39.9	42.1	64.7	63.9	55.4	25.43	25.50	23.32	13,741
*Lumber products.....	42.3	42.6	43.3	78.4	77.0	68.4	33.16	32.80	29.62	65,116
Rough and dressed lumber.....	41.7	42.1	43.4	82.9	81.0	71.8	34.57	34.10	31.16	37,478
Containers.....	42.6	41.9	43.3	75.1	74.0	65.9	31.99	31.01	28.53	7,827
Furniture.....	43.5	43.7	43.2	73.4	72.2	64.7	31.93	31.55	27.95	12,379
*Musical instruments.....	45.4	45.0	45.6	70.4	69.7	60.7	31.96	31.37	27.68	850
Plant products—edible.....	41.2	41.6	41.7	67.5	65.9	59.3	27.81	27.41	24.73	49,749
Flour and other milled products.....	44.6	45.2	45.4	82.1	82.2	69.9	36.62	37.15	31.73	6,794
Fruit and vegetable preserving.....	38.8	40.8	38.9	64.5	62.4	56.2	25.03	25.46	21.86	14,599
Bread and bakery products.....	41.8	41.6	42.4	64.9	63.7	57.4	27.13	26.50	24.34	13,205
Chocolate and cocoa products.....	40.3	40.6	41.0	57.6	56.6	52.6	23.21	22.98	21.57	6,511
Pulp and paper products.....	46.2	46.0	46.1	90.3	92.4	79.5	41.72	42.50	36.65	84,726
Pulp and paper.....	49.9	49.7	50.0	99.3	99.2	84.3	49.55	49.30	42.15	44,518
Paper products.....	43.2	42.9	42.9	74.2	73.0	62.1	32.05	31.32	26.64	16,578
Printing and publishing.....	41.2	40.9	41.4	91.8	90.7	81.8	37.82	37.10	33.87	23,630
Rubber products.....	43.9	43.1	36.9	91.8	91.8	76.1	40.30	39.57	28.08	20,154
Textile products.....	41.3	40.9	40.8	65.3	64.7	57.7	26.97	26.46	23.54	123,030
Thread, yarn and cloth.....	44.0	44.6	43.4	64.7	64.5	56.4	28.47	28.77	24.48	50,784
Cotton yarn and cloth.....	44.0	45.1	44.4	63.7	63.7	55.6	28.03	28.73	24.69	19,897
Woolen yarn and cloth.....	43.5	43.6	42.3	65.3	64.9	56.3	28.41	28.30	23.81	13,255
Silk and artificial silk goods.....	43.7	45.0	43.0	66.2	65.3	57.6	28.93	29.39	24.77	17,351
Hosiery and knit goods.....	41.2	41.2	40.3	60.8	60.6	53.8	25.05	24.97	21.68	21,439
Garments and personal furnishings.....	38.0	35.8	37.8	67.3	66.1	60.9	25.57	23.66	23.02	38,138
Tobacco.....	42.9	43.0	41.1	66.6	66.0	57.9	28.57	28.38	23.80	8,086
Beverages.....	43.5	43.1	43.4	84.2	82.7	74.2	36.63	35.64	32.20	12,910
Distilled and malt liquor.....	43.1	42.7	43.1	87.1	85.5	76.3	37.54	36.51	32.89	11,146
Chemicals and allied products.....	43.4	43.4	42.8	85.8	84.2	71.7	37.24	36.54	30.69	25,085
Drugs and medicines.....	41.3	40.9	...	69.8	69.8	...	28.83	28.55	...	3,979
Clay, glass and stone products.....	45.0	45.0	44.1	84.0	83.0	71.6	37.80	37.35	31.58	17,367
Glass products.....	44.4	44.3	42.4	80.6	80.6	71.4	35.79	35.71	30.27	5,923
Lime, Gypsum and Cement products.....	46.2	46.6	...	83.6	82.9	...	38.62	38.63	...	4,233
Electrical apparatus.....	41.1	41.4	40.7	89.7	89.1	73.9	36.87	36.89	30.08	39,255
Heavy electrical apparatus ⁽¹⁾	44.7	41.1	39.8	97.3	96.7	77.4	43.49	39.70	30.81	9,728
*Iron and steel products.....	43.5	44.0	42.3	96.5	94.0	84.1	41.98	41.76	35.57	232,517
Crude, rolled and forged products.....	44.5	45.3	42.6	99.4	97.8	87.2	44.23	44.30	37.15	32,036
Primary iron and steel.....	44.7	45.4	43.2	101.2	99.4	89.2	45.24	45.13	38.53	26,182
Machinery (other than vehicles).....	45.1	44.9	44.5	89.1	88.1	77.9	40.18	39.56	34.67	22,480
Agricultural implements.....	40.6	42.1	40.7	97.7	98.5	85.3	39.67	41.47	34.72	13,384
Land vehicles and aircraft.....	42.8	43.0	40.8	102.4	100.0	89.6	43.83	43.00	36.56	83,763
Railway rolling stock.....	44.2	43.3	43.3	95.7	95.2	88.1	42.30	41.22	38.15	38,476
Automobiles and parts.....	41.1	41.9	36.8	111.3	106.7	92.4	45.74	44.71	34.00	39,240
Aeroplanes and parts.....	44.6	47.1	44.1	92.3	91.7	88.3	41.17	43.19	38.94	5,725
Steel shipbuilding and repairing.....	44.7	46.4	44.0	97.1	95.4	87.6	43.40	44.27	38.54	21,579
Iron and steel fabrication, n.e.s.....	42.4	43.6	42.8	92.3	91.4	80.8	39.14	39.85	34.58	8,598
Hardware, tools and cutlery.....	44.4	44.3	44.4	83.5	83.0	72.4	37.07	36.77	32.15	11,006
Foundry and machine shop products.....	43.7	43.2	43.0	94.6	92.8	82.0	41.30	40.09	35.26	6,522
Sheet metal work.....	43.0	43.2	42.3	86.0	85.1	72.7	36.98	36.76	30.75	11,738
*Non-ferrous metal products.....	43.4	43.5	43.3	92.6	92.3	79.1	40.19	40.15	34.25	37,938
Preparation of non-ferrous metallic ores.....	43.9	44.3	43.8	102.6	103.3	88.9	45.04	45.76	38.94	10,608
Aluminum and its products.....	44.5	44.2	44.2	92.9	92.5	80.0	41.34	40.89	35.36	10,464
Brass and copper mfg.....	42.4	42.9	...	88.0	88.1	...	37.31	37.79	...	9,308
Non-metallic mineral products.....	44.3	43.7	41.8	95.6	95.0	85.6	42.35	41.52	35.78	10,222
Petroleum and its products.....	42.4	42.4	39.7	104.2	103.8	95.1	44.18	44.01	37.75	6,212
Miscellaneous manufactured products.....	41.9	40.7	41.7	75.2	74.2	64.9	31.51	30.20	27.06	15,131
Mining	43.8	43.5	43.2	101.0	101.1	89.5	43.23	43.98	38.66	67,667
Coal.....	38.2	39.9	39.6	110.3	110.9	98.7	42.13	44.25	39.09	21,803
Metallic ores.....	44.7	44.9	45.3	103.0	103.0	89.4	46.04	46.25	40.50	33,534
Non-metallic minerals (except coal).....	45.7	46.2	45.7	82.1	81.2	71.0	37.52	37.51	32.45	12,430
Local Transportation⁽²⁾	44.9	45.6	46.2	87.6	85.4	77.0	39.33	38.94	35.57	28,430
Building Construction	40.8	40.5	39.7	95.7	94.8	85.8	39.05	38.39	34.06	86,914
Highway Construction	37.5	38.9	37.2	74.7	72.6	67.1	28.01	28.24	24.96	47,812
Services (as indicated below)	42.4	42.5	43.1	55.1	54.7	48.3	23.36	23.25	20.82	33,649
Hotels and restaurants.....	43.1	43.3	43.9	53.7	53.4	47.3	23.14	23.12	20.76	22,083
Personal (chiefly laundries).....	41.1	40.9	41.6	57.9	57.5	50.4	23.80	23.52	20.97	11,566

The industries classed in the durable manufactured industries are indicated by an asterisk.*

(1) Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows: Sept. 1, 1947, 180.8; Oct. 1, 1947, 183.3; Nov. 1, 1947, 184.6; Nov. 1, 1946, the index was 146.9.

(2) Chiefly street and electric railways.

(3) For information respecting the sex distribution of the persons in recorded employment, see monthly bulletins on employment and payrolls.

TABLE C-10.—THE POST-WAR TREND OF EARNINGS, HOURS, AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

(SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S.;
Real Wages computed by Research and Statistics)

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of living	Average Real Weekly Earnings
		cts.	\$			
WEEK PRECEDING:—						
January 1, 1945	46.1*	70.0	32.27*	106.8	96.0	111.3
February 1, 1945	45.4	70.1	31.83	105.3	96.0	109.7
March 1, 1945	45.8	70.1	32.11	106.3	96.0	110.7
April 1, 1945	45.6*	70.4	32.10*	106.2	96.0	110.6
May 1, 1945	45.5	70.5	32.08	106.2	96.3	110.3
June 1, 1945	44.3	70.3	31.14	103.0	96.8	106.4
July 1, 1945	44.3	70.1	31.05	102.7	97.3	105.5
August 1, 1945	44.3	69.5	30.79	101.9	97.5	104.5
September 1, 1945	44.1	69.2	30.52	101.9	97.0	104.1
October 1, 1945	44.7	67.8	30.31	100.3	96.8	103.6
November 1, 1945	44.9	67.5	30.31	100.3	97.0	103.4
December 1, 1945	44.8	67.0	30.02	99.3	97.2	102.2
January 1, 1946	44.2*	67.9	30.01*	99.3	97.0	102.4
February 1, 1946	44.1	68.1	30.03	99.4	97.0	102.5
March 1, 1946	44.0	67.9	29.88	98.9	97.2	101.7
April 1, 1946	44.4	68.4	30.37	100.5	97.7	102.9
May 1, 1946	43.0	68.9	29.63	98.0	98.7	99.3
June 1, 1946	42.0	69.1	29.02	96.0	100.0	96.0
July 1, 1946	42.4	70.0	29.68	98.2	101.2	97.0
August 1, 1946	43.0	70.0	30.10	99.6	101.6	98.0
September 1, 1946	42.7	70.6	30.15	99.8	101.5	98.3
October 1, 1946	42.9	71.4	30.63	101.4	102.6	98.8
November 1, 1946	42.4	72.9	30.91	102.3	102.8	99.5
December 1, 1946	43.2	74.5	32.18	106.5	102.8	103.6
January 1, 1947	42.7*	76.2	32.54*	107.7	102.8	104.8
February 1, 1947	43.1	76.3	32.89	108.8	103.4	105.2
March 1, 1947	43.4	77.1	33.46	110.7	104.3	106.1
April 1, 1947	43.2	77.6	33.52	110.9	105.7	104.9
May 1, 1947	43.2	78.3	33.83	111.9	107.7	103.9
June 1, 1947	42.9	79.9	34.28	113.4	109.1	103.9
July 1, 1947	42.0	80.8	33.94	112.3	110.0	102.1
August 1, 1947	42.5	81.3	34.55	114.3	110.5	103.4
September 1, 1947	42.3	82.2	34.77	115.1	112.8	102.0
October 1, 1947	43.1	83.4	35.95	119.0	115.0	103.5
November 1, 1947 ⁽¹⁾	42.9	84.7	36.34	120.3	116.2	103.5

* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03.

⁽¹⁾ Latest figures subject to revision.

NOTE.—Average Real Weekly Earnings were computed by dividing the index of the cost-of-living into an index of the average weekly earnings, both indices having been calculated on a similar base (Average 1946=100). These indices are not directly comparable with those previously published in the Labour Gazette since the base figure has been adjusted for the holidays which influenced the January 1, 1946, figure.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH
(Source: Form UIC 757)

Month	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
January, 1945.....	87,552	36,021	123,573	41,337	18,674	60,011
January, 1946.....	53,801	26,245	80,046	151,618	34,336	185,954
January, 1947.....	54,742	34,987	89,729	135,956	28,221	164,177
February, ".....	39,908	32,793	72,701	155,965	37,140	193,105
March, ".....	36,801	34,995	71,796	156,820	37,994	194,814
April, ".....	43,010	38,725	81,735	145,906	35,448	181,354
May, ".....	53,484	38,706	92,190	122,771	34,192	156,963
June, ".....	62,770	39,870	102,640	94,170	32,311	126,481
July, ".....	59,921	35,263	95,184	80,985	33,514	114,499
August, ".....	58,862	31,219	90,081	69,314	29,577	98,891
September, ".....	70,356	40,212	110,568	60,069	25,862	85,931
October, ".....	73,892	35,430	109,322	58,736	28,585	87,321
November, ".....	65,184	27,750	92,934	64,730	31,099	95,829
December, ".....	35,947	22,325	58,272	82,990	33,584	116,574
January, 1948 ⁽¹⁾	23,515	17,151	40,666	111,304	31,108	142,412

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT NOVEMBER 27, 1947
(Source: Form UIC 751)

Industry	Male	Female	Total	Change from Oct. 30, 1947		
				Absolute	Per-centage	
Agriculture, Fishing.....	531	125	656	—	402	-38.0
Logging.....	11,369	28	11,397	-10,261	—	-47.4
Pulpwood.....	9,757	18	9,775	-8,969	—	-47.8
Lumber.....	1,439	10	1,449	-1,207	—	-45.4
Other logging.....	173	.....	173	—	85	-32.9
Mining.....	2,228	16	2,244	-1,419	—	-38.7
Coal.....	632	1	633	-169	—	-21.1
Metallic ores—						
Iron.....	44	.....	44	—	2	-4.3
Gold.....	1,160	7	1,167	—	524	-31.0
Nickel.....	55	1	56	—	392	-87.5
Copper.....	122	4	126	—	68	-35.1
Other metallic ores.....	64	.....	64	—	24	-27.3
Non-metallic minerals.....	140	3	143	—	206	-59.0
Prospecting and oil producing.....	11	.....	11	—	34	-75.6
Manufacturing.....	7,926	9,750	17,676	-10,130	—	-36.4
Food and kindred products.....	943	1,285	2,228	-2,783	—	-55.5
Textiles, apparel, etc.....	1,404	6,144	7,548	-2,639	—	-25.9
Lumber and finished lumber products.....	1,370	193	1,563	—	988	-38.7
Pulp and paper products and printing.....	726	524	1,250	—	520	-29.4
Chemicals and allied products.....	357	235	592	—	90	-13.2
Products of petroleum and coal.....	58	15	73	—	35	-32.4
Rubber products.....	74	124	198	—	103	-34.2
Leather and products.....	197	486	683	—	284	-29.4
Stone, clay, glass products.....	263	58	321	—	290	-47.5
Iron and steel and products.....	740	88	828	—	636	-43.4
Non-ferrous metals.....	359	89	448	—	505	-53.0
Machinery.....	689	206	895	—	546	-37.9
Transportation equipment.....	502	43	545	—	400	-42.3
Miscellaneous.....	244	260	504	—	311	-38.2
Construction.....	5,046	29	5,075	-6,343	—	-55.6
Transportation.....	1,390	62	1,452	—	818	-36.0
Communication and Other Public Utilities.....	479	263	742	—	497	-40.1
Trade.....	2,848	4,198	7,046	-1,258	—	-15.1
Wholesale.....	949	476	1,425	—	706	-33.1
Retail.....	1,899	3,722	5,621	—	552	-8.9
Finance, Insurance, Real Estate.....	831	598	1,429	—	313	-18.0
Service.....	3,337	7,275	10,612	-3,155	—	-22.9
Public.....	933	646	1,629	—	428	-20.8
Domestic.....	90	2,902	2,992	—	695	-13.9
Personal.....	491	2,032	2,523	—	1,211	-32.4
Custom and repair.....	862	110	972	—	218	-13.3
Other service.....	911	1,585	2,496	—	603	-19.5
All Industries.....	35,985	22,344	58,329	-34,596	—	-37.

TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT NOVEMBER 27, 1947

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,076	362	1,438	3,591	755	4,346
Clerical Workers.....	1,467	2,827	4,294	6,677	10,442	17,119
Sales Workers.....	1,966	1,966	3,932	3,307	4,832	8,139
Personal and Domestic Service Workers.....	974	6,197	7,171	9,931	6,673	16,604
Seamen.....	59	3	62	1,071	1	1,072
Agriculture and Fishing.....	510	11	521	1,696	300	1,996
Skilled and Semiskilled Workers.....	21,681	5,275	26,956	26,534	4,864	31,398
Food and kindred products.....	175	47	222	538	372	910
Textiles, clothing, etc.....	823	4,319	5,142	432	2,394	2,826
Lumber and wood products.....	11,692	20	11,712	1,520	50	1,570
Pulp, paper and printing.....	253	134	387	226	177	403
Leather and products.....	79	259	338	635	351	986
Stone, clay and glass products.....	76	7	83	62	17	79
Metalworking.....	1,352	33	1,385	4,045	237	4,282
Electrical.....	224	12	236	529	101	630
Transportation equipment, n.e.c.....	29	9	38	294	93	387
Mining.....	1,101	.....	1,101	803	.....	803
Construction.....	2,501	.....	2,501	5,581	.....	5,581
Transportation (except seamen).....	762	2	764	5,104	33	5,137
Communication and public utility.....	98	.....	98	113	1	114
Trade and service.....	368	225	593	689	418	1,107
Other skilled and semiskilled.....	1,749	150	1,899	4,059	494	4,553
Foremen.....	66	5	71	486	65	551
Apprentices.....	333	53	386	1,418	61	1,479
Unskilled Workers.....	8,214	5,684	13,898	30,183	5,717	35,900
Food and tobacco.....	452	1,195	1,647	918	898	1,816
Lumber and lumber products.....	584	52	636	1,067	146	1,213
Metalworking.....	382	61	443	807	111	918
Construction.....	2,460	.....	2,460	4,086	2	4,088
Other unskilled workers.....	4,336	4,376	8,712	23,295	4,560	27,855
Total.....	35,947	22,325	58,272	82,990	33,584	116,574

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF NOVEMBER, 1947

(Source: Form UIC 751)

Industry	Vacancies Notified	Referrals	Place-ments
Agriculture and fishing.....	386	370	309
Logging.....	2,716	1,484	1,094
Mining.....	504	634	442
Manufacturing.....	5,878	6,559	3,828
Food and kindred products.....	1,068	1,248	707
Textiles, apparel, etc.....	1,151	1,038	559
Lumber and finished lumber products.....	657	763	481
Pulp and paper products and printing.....	441	451	292
Chemicals and allied products.....	230	245	135
Products of petroleum and coal.....	27	43	21
Rubber products.....	109	116	72
Leather and products.....	151	162	85
Stone, clay and glass products.....	142	206	120
Iron and steel and products.....	549	684	385
Non-ferrous metals.....	215	248	150
Machinery.....	573	741	411
Transportation equipment.....	390	407	299
Miscellaneous.....	175	206	121
Construction.....	3,041	3,390	2,351
Transportation.....	1,218	1,301	896
Communication and other public utilities.....	271	316	172
Trade.....	3,487	3,835	2,013
Finance, insurance, real estate.....	340	406	185
Public and professional service.....	1,569	1,568	859
Other service.....	3,787	3,891	2,481
All industries.....	22,811	23,384	14,321

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
OCTOBER 31, TO NOVEMBER 27, 1947**

(SOURCE U.I.C. 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Prince Edward Island	289	95	672	355	202	29	809
Charlottetown.....	217	73	528	268	154	23	626
Summerside.....	72	22	144	87	48	6	183
Nova Scotia	1,750	887	5,881	2,498	1,137	265	10,277
Amherst.....	25	.....	190	36	23	.....	350
Bridgewater.....	57	20	126	72	49	.....	185
Dartmouth.....	101	89	315	109	35	31	540
Glace Bay.....	61	9	232	73	50	1	799
Halifax.....	647	518	1,661	837	353	75	2,731
Inverness.....	11	4	79	16	7	.....	172
Kentville.....	80	40	315	70	59	6	418
Liverpool.....	7	4	138	24	2	4	253
New Glasgow.....	243	30	700	360	192	37	818
New Waterford.....	3	3	71	25	13	.....	310
North Sydney.....	19	9	86	19	15	1	228
Pictou.....	46	.....	132	51	32	.....	196
Springhill.....	16	1	76	17	14	.....	252
Sydney.....	283	30	621	566	177	106	1,123
Sydney Mines.....	20	4	468	26	16	.....	779
Truro.....	126	122	328	193	92	4	305
Yarmouth-Shelburne.....	5	4	343	4	4	.....	818
New Brunswick	2,079	1,671	4,399	2,240	1,402	206	5,034
Bathurst.....	30	86	178	28	19	.....	263
Campbellton.....	146	43	262	196	112	41	206
Edmundston.....	24	17	108	20	21	4	137
Fredericton.....	140	68	239	193	116	2	166
Minto.....	127	87	156	146	87	8	80
Moncton.....	856	837	1,453	908	564	64	1,703
Newcastle.....	36	115	103	32	24	.....	170
Saint John.....	575	254	1,658	572	362	86	2,090
St. Stephen.....	35	79	92	51	24	.....	111
Sussex.....	42	48	53	30	19	.....	53
Woodstock.....	68	37	97	64	54	1	55
Quebec	22,737	22,193	32,341	20,639	11,220	776	28,024
Asbestos.....	148	78	170	125	94	1	89
Beauharnois.....	169	23	255	159	141	.....	228
Buckingham.....	74	136	139	87	66	3	155
Causapscal.....	108	186	31	9	5	1	60
Chandler.....	915	1,084	51	4	3	.....	110
Chicoutimi.....	1,784	1,648	414	332	156	1	323
Coaticook.....	55	292	84	58	39	.....	63
Dolbeau.....	30	94	30	13	10	.....	66
Drummondville.....	219	105	868	146	90	.....	565
East Angus.....	141	92	179	75	65	.....	71
Farnham.....	47	78	39	10	6	.....	52
Granby.....	145	100	296	179	88	.....	231
Hull.....	336	259	855	346	155	6	1,131
Joliette.....	134	235	322	114	49	.....	406
Jonquiere.....	101	40	207	74	48	.....	235
Lachute.....	129	60	151	133	100	.....	124
La Malbaie.....	41	5	144	38	35	.....	206
La Tuque.....	89	1,207	92	72	64	.....	73
Levis.....	154	180	448	146	101	.....	837
Louiseville.....	50	32	120	52	47	.....	142
Magog.....	179	86	834	93	44	.....	120
Matane.....	86	1,180	81	16	17	.....	91
Megantic.....	78	47	441	285	57	.....	116
Mount Laurier.....	40	238	44	34	32	.....	36
Montmagny.....	33	68	166	32	31	.....	143
Montreal.....	10,687	8,975	14,028	11,586	6,229	682	9,981
Plessisville.....	18	27	51	19	11	1	62
Fort Alfred.....	38	348	67	27	17	.....	80
Quebec.....	1,693	723	3,869	2,241	952	4	5,564
Richmond.....	52	51	59	28	25	.....	44
Rimouski.....	33	771	97	47	59	.....	104
Riviere du Loup.....	35	337	208	61	25	1	283
Rouyn.....	556	465	740	473	237	.....	325
Ste. Agathe.....	88	149	99	72	57	.....	61
Ste. Anne de Bellevue.....	65	48	78	45	28	.....	81
Ste. Therese.....	226	139	316	169	143	.....	227
St. Georges de Beauce.....	206	139	353	134	109	.....	114
St. Hyacinthe.....	86	108	342	101	47	2	513
St. Jean.....	312	296	894	308	181	.....	252
St. Jerome.....	261	100	484	246	199	7	384
St. Joseph d'Alma.....	40	22	66	30	24	.....	90
Shawinigan Falls.....	283	26	702	316	256	.....	968
Sherbrooke.....	669	269	798	731	390	40	302
Sorel.....	231	26	476	203	145	.....	464

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
OCTOBER 31, TO NOVEMBER 27, 1947—Continued**

(SOURCE U.I.C. 751)

Office	Vacancies		Applicants				
	Reported end of period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Thetford Mines.....	81	93	289	171	68		313
Three Rivers.....	328	164	986	538	136	27	1,305
Val d'Or.....	1,223	1,229	280	203	135		114
Valleyfield.....	161	95	369	190	144		490
Victoriaville.....	80	40	229	68	60		231
Ontario.....	41,048	25,931	47,267	39,330	22,352	2,710	32,963
Amprior.....	185	233	161	148	254		46
Barrie.....	245	22	269	261	186		97
Belleville.....	253	74	390	399	203		419
Bracebridge.....	84	47	135	143	96		59
Brampton.....	67	126	74	42	26		76
Brantford.....	671	398	867	567	373	24	420
Brockville.....	170	32	200	145	124	5	211
Carleton Place.....	50	13	73	44	39		57
Chatam.....	263	142	636	311	131	82	486
Cobourg.....	81	20	128	98	76	1	54
Collingswood.....	26	8	75	31	22		99
Cornwall.....	344	43	711	512	282	30	605
Dunville.....	32	20	59	30	23		50
Fergus.....	42	49	54	49	25		11
Fort Erie.....	90	13	150	102	69	9	175
Fort Frances.....	173	313	184	166	140		63
Fort William.....	662	105	588	431	410	13	303
Galt.....	286	412	193	142	98		116
Gananoque.....	35	2	67	44	15	14	60
Goderich.....	103	83	134	94	70	3	84
Guelph.....	383	266	480	404	219		242
Hamilton.....	2,191	1,883	3,831	3,816	1,352	296	2,761
Hawkesbury.....	40	77	187	72	27		210
Ingersoll.....	77	83	97	107	48	2	55
Kapuskasing.....	52	222	92	83	73	6	15
Kenora.....	199	181	124	84	115		108
Kingston.....	419	179	848	573	291	13	731
Kirkland Lake.....	490	427	617	543	317	15	359
Kitchener-Waterloo.....	732	694	522	622	415	6	168
Leamington.....	96	29	270	113	60	12	315
Lindsay.....	101	56	153	109	67		144
Listowel.....	24	44	55	48	13	1	31
London.....	1,799	1,241	2,062	2,073	962	157	1,011
Midland.....	80	18	147	105	55	14	89
Napanee.....	60	20	100	48	41		114
Newmarket.....	41	46	129	58	17		127
New Toronto.....	491	223	770	514	333		565
Niagara Falls.....	340	89	639	408	248		535
North Bay.....	288	148	339	335	253	18	110
Orillia.....	112	61	233	133	68	13	251
Oshawa.....	689	203	1,079	885	435	36	1,347
Ottawa.....	1,713	868	2,502	1,612	621	155	3,274
Owen Sound.....	156	93	281	250	87	14	183
Parry Sound.....	27	16	78	19	22		85
Pembroke.....	413	227	421	346	259		143
Perth.....	101	47	203	122	71	11	108
Peterborough.....	460	116	795	752	371		462
Picton.....	61	12	104	55	33	3	83
Port Arthur.....	3,176	573	874	627	1,632		379
Port Colborne.....	141	56	369	197	131	4	322
Port Hope.....	69	60	93	79	70		31
Prescott.....	8	15	57	16	4		67
Renfrew.....	128	75	171	145	67	2	143
St. Catharines.....	641	246	1,281	868	434	1	1,187
St. Thomas.....	563	550	621	590	109	7	563
Sarnia.....	339	145	552	369	259		316
Sault Ste. Marie.....	429	500	410	351	295		257
Simcoe.....	81	189	192	120	57		142
Smiths Falls.....	221	35	287	298	220		86
Stratford.....	229	166	293	259	132	56	164
Sturgeon Falls.....	80	44	123	72	32	17	107
Sudbury.....	841	292	1,069	888	1,037	53	652
Tillsonburg.....	53	31	70	40	31		35
Timmins.....	906	517	718	584	425	17	559
Toronto.....	15,301	11,496	13,217	12,884	6,729	1,221	6,233
Trenton.....	181	92	198	197	133		100
Walkerton.....	22	114	81	40	22		81
Wallaceburg.....	41	20	195	55	11	19	152
Welland.....	280	312	481	414	158	8	453
Weston.....	312	105	407	346	194		165
Windsor.....	1,313	364	2,936	1,573	565	351	3,485
Woodstock.....	196	210	266	170	100	1	162

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
OCTOBER 31, TO NOVEMBER 27, 1947—Concluded**

(SOURCE U.I.C. 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Manitoba	7,256	3,474	11,711	8,821	3,456	1,315	7,627
Brandon.....	473	336	556	507	296	.....	366
Dauphin.....	83	48	226	133	64	2	136
Flin Flon.....	178	97	177	153	78	1	47
Portage la Prairie.....	67	80	303	115	40	1	280
Selkirk.....	16	4	84	19	17	.....	85
The Pas.....	54	71	64	26	12	.....	64
Winnipeg.....	6,385	2,838	10,331	7,868	2,949	1,311	6,649
Saskatchewan	3,037	1,008	7,070	5,049	1,735	565	4,779
Estevan.....	81	19	108	87	65	.....	40
Moose Jaw.....	345	86	741	462	276	37	550
North Battleford.....	86	40	292	155	66	.....	269
Prince Albert.....	322	160	812	532	182	31	637
Regina.....	1,193	248	2,216	1,908	635	342	1,045
Saskatoon.....	730	309	1,938	1,418	363	148	1,600
Swift Current.....	43	35	185	80	23	.....	188
Weyburn.....	88	40	230	137	60	7	158
Yorkton.....	149	71	548	270	65	.....	292
Alberta	6,865	2,182	10,143	7,627	4,791	699	5,611
Black Diamond.....	25	5	22	9	9	.....	24
Blairmore.....	37	106	78	42	38	.....	49
Calgary.....	2,006	550	3,398	2,379	1,281	298	2,506
Drumheller.....	83	61	151	83	72	.....	76
Edmonton.....	3,617	865	5,207	4,285	2,689	380	2,281
Edson.....	452	192	232	221	268	.....	35
Lethbridge.....	442	154	658	403	293	20	393
Medicine Hat.....	49	92	226	80	48	1	200
Red Deer.....	154	157	171	125	93	.....	77
British Columbia	7,725	2,470	20,365	8,556	4,890	741	21,469
Chilliwack.....	148	17	308	165	153	.....	244
Courtenay.....	30	114	156	22	14	3	199
Cranbrook.....	74	109	132	77	47	.....	121
Dawson Creek.....	90	14	114	100	102	.....	37
Duncan.....	137	35	221	185	155	3	118
Kamloops.....	69	32	191	53	58	.....	178
Kelowna.....	75	7	353	90	54	10	304
Nanaimo.....	111	100	222	138	78	16	252
Nelson.....	74	27	125	41	32	.....	136
New Westminster.....	418	225	1,482	409	171	31	2,188
North Vancouver.....	281	39	628	287	242	.....	642
Penticton.....	63	23	219	88	35	11	208
Port Alberni.....	156	26	359	149	96	2	211
Prince George.....	690	25	1,050	749	687	43	134
Prince Rupert.....	87	15	307	96	62	.....	409
Princeton.....	44	21	73	53	58	.....	27
Trail.....	147	77	246	103	75	4	209
Vancouver.....	4,103	1,221	11,889	4,635	2,157	518	13,435
Vernon.....	110	25	353	99	70	4	382
Victoria.....	723	285	1,738	888	427	96	1,919
Whitehorse.....	95	33	199	129	117	.....	116
Canada	92,786	59,911	139,879	95,015	51,215	7,306	116,623
Males.....	62,919	37,091	102,274	64,613	38,187	3,201	83,031
Females.....	29,867	22,820	37,605	30,402	13,028	4,105	33,592

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1937-1947

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1937.....	543,343	168,880	712,223	286,618	102,918	389,536
1938.....	584,727	197,937	782,664	275,338	106,957	382,295
1939.....	579,645	208,327	787,972	270,020	114,862	384,882
1940.....	653,445	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,883,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,538	494,164	1,958,697	624,052	235,360	859,412
1946 (47 weeks).....	1,340,768	460,350	1,801,118	580,009	217,552	797,561
1947 (47 weeks).....	1,073,947	405,494	1,479,441	513,218	204,362	717,580

E—Unemployment Insurance

TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES

Region	Apr. 1 - Nov. 30, 1946		Apr. 1 - Nov. 30, 1947	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	13,577	225,448	14,212	234,543
Quebec.....	46,419	844,250	43,611	883,375
Ontario.....	65,057	1,120,059	69,367	1,264,732
Prairie.....	33,584	461,268	34,254	472,956
Pacific.....	19,098	306,824	20,270	322,852
Total for Canada.....	177,735	2,957,849	186,714	3,178,458

TABLE E-2.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO NOVEMBER, 1947

	1942	1943	1944	1945	1946	1947
January.....		4,637	11,751	20,412	71,932	63,681
February.....	663	4,822	12,284	14,990	59,098	47,141
March.....	4,124	5,046	10,667	13,307	50,706	43,675
April.....	2,925	3,953	6,463	8,430	35,781	35,859
May.....	2,799	2,027	4,654	8,825	34,777	27,603
June.....	4,629	1,772	3,226	10,857	30,646	21,365
July.....	2,668	1,087	3,106	10,886	27,576	20,034
August.....	1,855	1,370	3,241	20,557	25,115	17,281
September.....	1,118	1,013	3,715	40,473	28,555	25,847
October.....	1,058	1,475	6,222	36,717	34,891	34,743
November.....	1,748	2,896	11,798	53,325	37,111	47,372
December.....	3,337	6,562	13,770	57,612	52,479	.....
Total.....	26,924	36,660	90,897	296,391	488,667	384,601

TABLE E-3.—CLAIMS FOR BENEFIT BY PROVINCES, NOVEMBER, 1947

Province	Claims filed at Local Offices				Disposal of Claims ⁽¹⁾ (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Prince Edward Island.....	273	202	58	13	173	50	3	201
Nova Scotia.....	4,139	2,594	1,105	440	2,838	1,006	73	1,974
New Brunswick.....	2,098	1,477	523	98	1,351	459	21	1,205
Quebec.....	14,104	8,813	3,375	1,916	7,083	3,926	319	6,375
Ontario.....	11,001	7,273	2,546	1,182	6,987	2,134	263	4,262
Manitoba.....	3,018	1,800	819	399	1,637	546	58	1,398
Saskatchewan.....	1,917	1,323	447	147	660	413	35	1,034
Alberta.....	2,364	1,593	591	175	1,152	454	42	1,282
British Columbia.....	8,458	5,934	1,907	617	4,762	1,693	106	5,115
Total Canada, Nov. 1947.....	47,372	31,014	11,371	4,987	26,643	(2)10,681	920	22,846
Total Canada, Oct. 1947.....	34,743	20,512	8,857	5,374	23,109	8,870	1,123	13,927
Total Canada, Nov. 1946.....	44,559	24,337	12,774	7,448	29,657	(3)11,641	1,206	18,461

(1) Action taken at adjudicating offices. (2) In addition, there were 209 special requests not granted in November, 1947. (3) Number of special requests and revised claims for November, 1946, not available.

TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT

Chief Reasons for Non-Entitlement	Month of November, 1946	Month of November, 1947	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	3,160	4,004	27,522
Not capable of and not available for work.....	419	531	4,536
Loss of work due to a labour dispute.....	2,146	434	2,142
Refused offer of work and neglected opportunity to work.....	1,900	1,396	16,042
Discharged for misconduct.....	346	347	2,076
Voluntarily left employment without just cause.....	2,766	2,840	18,685
Other reasons ⁽¹⁾	902	1,129	7,971
Total.....	11,639	10,681	78,974

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE E-5.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, NOVEMBER, 1947

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Prince Edward Island.....	248	103	4,924	8,850
Nova Scotia.....	4,113	1,834	99,342	208,340
New Brunswick.....	1,626	753	32,197	63,648
Quebec.....	13,916	5,091	255,884	439,885
Ontario.....	11,695	4,558	196,519	383,536
Manitoba.....	3,046	1,230	50,055	95,807
Saskatchewan.....	1,213	560	19,565	36,798
Alberta.....	2,216	848	31,754	62,921
British Columbia.....	7,033	2,687	123,540	255,612
Total, Canada, November, 1947.....	45,106	17,664	813,780	1,555,397
Total, Canada, October, 1947.....	41,033	16,168	814,213	1,544,185
Total, Canada, November, 1946.....	61,675	21,515	1,140,539	2,236,541

TABLE E-6.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF NOVEMBER 29, 1947

Province	Total	6 days or less	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Prince Edward Island.....	405	167	33	45	68	27	65
Male.....	288	126	23	27	44	16	52
Female.....	117	41	10	18	24	11	13
Nova Scotia.....	7,058	1,839	574	1,141	1,011	541	1,952
Male.....	6,095	1,673	504	910	847	437	1,724
Female.....	963	166	70	231	164	104	228
New Brunswick.....	2,914	1,113	305	340	342	178	636
Male.....	2,387	980	254	274	265	136	478
Female.....	527	133	51	66	77	42	158
Quebec.....	17,948	5,891	1,953	2,372	2,721	1,479	3,532
Male.....	11,862	4,678	1,372	1,541	1,636	756	1,879
Female.....	6,086	1,213	581	831	1,085	723	1,653
Ontario.....	14,555	4,576	1,454	1,837	2,079	1,252	3,357
Male.....	9,427	3,583	1,030	1,246	1,096	626	1,846
Female.....	5,128	993	424	591	983	626	1,511
Manitoba.....	3,753	1,420	382	472	493	281	705
Male.....	2,589	1,153	248	255	271	152	505
Female.....	1,164	262	134	217	222	129	200
Saskatchewan.....	2,167	1,072	249	246	228	143	229
Male.....	1,701	915	223	171	148	74	170
Female.....	466	157	26	75	80	69	59
Alberta.....	2,939	1,154	479	452	348	199	307
Male.....	2,346	984	406	365	225	133	233
Female.....	593	170	73	87	123	66	74
British Columbia.....	10,729	3,572	1,500	1,690	1,576	785	1,606
Male.....	8,086	2,619	1,105	1,275	1,185	573	1,329
Female.....	2,643	953	395	415	391	212	277
TOTAL.....	62,468	20,804	6,929	8,595	8,866	4,885	12,389
Male.....	44,781	16,716	5,165	6,064	5,717	2,903	8,216
Female.....	17,687	4,088	1,764	2,531	3,149	1,982	4,173

TABLE F-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO NOVEMBER 30, 1947

Fiscal Year Ended March 31	REVENUE										EXPENDITURE		Balance in Fund
	CONTRIBUTIONS (Gross less refunds)										Total Revenue	Benefit Payments	
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fines	Interest on Investments and Profit on sale of Securities						
1942.....	22,436,001 56	7,209,058 48	6,790,549 01	36,435,609 05	7,287,121 81	.....	269,268 74	43,991,999 60	27,752 92	43,964,246 68		
1943.....	30,408,651 15	13,645,258 63	13,380,741 65	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	114,011,029 93			
1944.....	31,565,232 54	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	190,327,941 19			
1945.....	32,784,177 12	11,926,369 85	19,018,308 47	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	268,034,459 86			
1946.....	34,964,786 96	10,816,365 63	16,755,437 07	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	317,240,660 34			
1947.....	41,042,425 28	11,500,023 37	23,472,577 26	76,015,030 91	15,203,457 58	3,820 43	7,529,935 56	98,752,294 48	43,114,329 18	372,878,625 64			
April.....	* 1,290 87	* Nil	1,215,905 78	1,217,196 65	245,138 59	330 00	726,884 54	2,189,549 78	3,778,228 88	371,289,946 54			
May.....	3,286,771 69	981,289 50	2,431,448 93	6,699,510 12	1,338,912 01	945 00	736,055 79	8,775,422 92	3,069,701 95	376,995,667 51			
June.....	3,383,750 49	999,288 62	2,139,308 45	6,522,347 56	1,304,195 64	372 00	741,927 29	8,568,842 49	2,150,454 06	383,414,055 94			
July.....	3,272,300 86	1,000,375 70	2,234,707 63	6,507,384 19	1,296,397 63	540 00	750,195 24	8,554,517 06	1,953,664 08	390,014,908 92			
August.....	3,611,119 91	1,070,486 19	2,346,752 66	7,028,358 76	1,411,043 81	520 00	763,312 88	9,203,235 45	1,512,586 95	397,705,557 42			
September.....	3,594,843 79	976,282 44	2,370,586 90	6,941,713 13	1,388,580 96	110 00	777,736 65	9,108,140 74	1,505,799 01	405,307,899 15			
October.....	3,590,455 51	1,027,407 75	2,409,689 89	7,027,563 15	1,405,133 12	385 00	810,118 91	9,243,190 18	1,848,042 99	413,008,046 34			
November.....	3,960,341 42	1,098,428 60	3,177,373 60	8,236,143 62	1,647,881 02	287 16	815,562 96	10,699,874 76	1,552,070,11	422,155,880 99			
Sub Total.....	24,700,874 54	7,153,558 80	18,325,773 84	50,180,207 18	10,037,282 78	3,489 16	6,121,794 26	66,342,773 38	17,065,848 03	422,155,880 99			
GRAND TOTAL.....	217,902,149 15	75,456,537 13	114,723,042 39	408,081,728 67	81,619,299 77	13,616 05	32,046,239 62	521,760,884 01	99,605,033 02	422,155,880 99			

The column for "Bulk" includes Miscellaneous \$1,756 89 and Contributions for Armed Service \$18,000,708.55.

The column "Interest on Investments and Profit on Sale of Securities" represents—

(a) The exact amount of interest earned for each completed fiscal year and the approximate amount for each month in the current year;

(b) Profit on sale of securities taken into account at the end of each year only.

*April receipts for Stamps and Meter and the proportionate Government Contributions for these items were included with figures for March 1947.

F—Prices

TABLE F.1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	117.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February.....	18.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March.....	19.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May.....	21.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
June.....	22.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
August.....	24.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1
September.....	24.5	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
November.....	26.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3
December.....	26.1	127.1	146.4	113.4	109.2	131.2	129.4	114.1	137.2
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February.....	26.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9
March.....	27.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.2
May.....	32.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June.....	33.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
August.....	35.5	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2
September.....	38.3	139.4	165.3	117.8	121.1	152.0	147.4	117.5	154.7
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
November.....	42.5	143.6	173.6	119.9	122.6	157.0	151.4	118.2	160.6
December.....	44.8	146.0	178.7	119.9	120.3	159.3	154.9	119.8	.....

*For the period 1914 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF DECEMBER, 1947

(BASE:—August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	141.8	181.2	108.1	127.0	160.8	144.0	118.7
Saint John.....	143.9	178.6	111.1	126.1	159.8	145.6	118.3
Montreal.....	148.6	187.7	116.2	119.8	153.4	158.3	115.8
Toronto.....	144.0	176.0	116.5	132.8	164.5	151.4	120.0
Winnipeg.....	140.8	175.0	114.4	113.2	152.8	159.3	115.9
Saskatoon.....	147.5	185.0	121.9	123.2	160.2	155.1	117.4
Edmonton.....	139.9	177.4	107.7	104.7	160.4	150.3	117.1
Vancouver.....	146.0	182.1	112.1	127.3	164.5	148.6	120.9

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August, 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Aug. 1939	Dec. 1941	May 1946	Nov. 1946	May 1947	Nov. 1947	Dec. 1947	Price Dec. 1947
Beef, sirloin steak.....	lb.	100.0	120.7	155.6	164.2	175.3	180.6	180.3	50.3
Beef, round steak.....	lb.	100.0	125.7	168.8	177.6	192.0	197.5	197.5	46.8
Beef, rib roast.....	lb.	100.0	125.5	176.1	186.1	201.3	207.0	205.2	47.2
Beef, shoulder.....	lb.	100.0	132.7	162.3	169.2	186.8	194.3	194.3	30.9
Beef, stewing, boneless.....	lb.	100.0	136.7	169.0	173.5	194.0	204.3	205.0	28.0
Veal, front roll, boneless.....	lb.	100.0	139.3	174.6	175.7	174.6	185.8	191.7	32.4
Lamb, leg roast.....	lb.	100.0	109.9	152.8	156.7	157.4	172.9	172.9	49.1
Pork, fresh loins, centre-cut.....	lb.	100.0	125.3	158.1	163.7	172.9	181.0	179.2	48.7
Pork, fresh shoulder, hock-off.....	lb.	100.0	127.0	159.7	165.4	178.0	191.6	190.6	36.3
Bacon, side, fancy, sliced, rind-on.....	lb.	100.0	132.3	157.2	162.7	180.9	194.4	195.0	62.2
Lard, pure.....	lb.	100.0	151.3	172.8	178.1	242.1	243.9	244.7	27.9
Shortening, vegetable.....	lb.	100.0	134.7	138.9	141.0	215.3	218.1	219.4	31.6
Eggs, grade "A" large.....	doz.	100.0	156.4	143.1	179.9	144.5	195.0	191.1	59.5
Milk.....	qt.	100.0	111.0	96.3	139.4	139.4	141.3	151.4	16.5
Butter, creamery, prints.....	lb.	100.0	140.5	164.1	164.8	186.1	233.7	250.5	68.4
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	100.0	174.6	167.3	170.2	175.9	193.8	200.6	26.8
Bread, plain white, wrapped.....	lb.	100.0	106.5	106.3	106.3	107.9	144.4	144.4	9.1
Flour, first grade.....	lb.	100.0	127.3	124.2	124.2	124.2	184.8	187.9	6.2
Rolled oats, package.....	lb.	100.0	112.0	114.0	114.0	125.1	142.5	148.8	9.4
Corn flakes, 8 oz.....	pkg.	100.0	101.1	100.0	100.0	105.4	132.6	139.1	12.8
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	100.0	129.9	137.7	161.3	170.8	245.3	256.6	27.2
Peas, canned, 2's.....	tin	100.0	117.5	121.7	130.0	132.5	148.3	150.0	18.0
Corn, canned, 2's.....	tin	100.0	128.3	132.7	142.5	147.8	187.6	199.1	22.5
Beans, dry.....	lb.	100.0	129.4	137.3	154.9	178.4	251.0	282.4	14.4
Onions.....	lb.	100.0	108.2	155.1	134.7	159.2	132.7	149.0	7.3
Potatoes.....	15 lbs.	100.0	89.9	160.4	128.0	136.6	155.8	180.8	59.3
Prunes, bulk.....	lb.	100.0	115.8	136.8	143.0	177.2	178.1	178.1	20.3
Raisins, seedless, bulk.....	lb.	100.0	104.0	127.8	125.8	172.2	142.4	146.4	22.1
Oranges.....	doz.	100.0	132.5	153.9	153.9	137.5	135.8	141.0	41.3
Lemons.....	doz.	100.0	111.3	145.5	145.2	140.3	156.3	158.5	51.5
Jam, strawberry, 16 oz.....	jar	100.0	111.3	122.4	140.0	145.5	157.1	159.5	26.2
Peaches, 20 oz.....	tin	100.0	101.5	105.6	123.9	129.9	154.8	156.3	30.8
Marmalade, orange, 16 oz.....	jar	100.0	118.3	131.1	134.0	134.2	146.5	148.0	20.1
Corn syrup, 2 lb.....	tin	100.0	138.0	157.7	176.9	180.4	205.0	204.4	35.0
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	147.7	153.8	149.2	9.7
Sugar, yellow.....	lb.	100.0	131.3	134.9	134.9	150.8	157.1	154.0	9.7
Coffee.....	lb.	100.0	141.6	132.0	133.4	146.7	166.3	168.9	57.1
Tea, black, $\frac{1}{2}$ lb.....	pkg.	100.0	145.2	131.6	131.6	149.3	173.1	173.8	51.1

* Descriptions and units of sale apply to December, 1947, prices.

TABLE F-1—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless,) per lb.	Lamb, leg roast, per lb.	Pork	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulder, hock-off, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
P.E.I.—									
1—Charlottetown.....	50.2	46.7	45.3 ^c	32.2	30.8	.....	48.0	50.7	.....
Nova Scotia—									
2—Halifax.....	51.1	47.6	45.4 ^c	30.9	27.5	24.7	49.3	48.6	35.9
3—New Glasgow.....	53.2	50.0	49.8 ^c	32.7	28.3	.....	50.0	52.8	38.4
4—Sydney.....	54.8	49.7	37.7	33.5	29.2	.....	52.5	51.9	38.5
5—Truro.....	50.7	48.3	47.5	31.0	30.2	.....	48.0	49.8	37.3
New Brunswick—									
6—Fredericton.....	55.4	50.6	49.0	32.2	29.3	32.8	49.8	46.9	35.7
7—Moncton.....	51.8	48.7	49.9	31.5	29.3	.....	50.6	49.3	36.9
8—Saint John.....	52.9	49.5	45.6 ^c	31.2	27.9	30.0	50.3	50.9	36.7
Quebec—									
9—Chicoutimi.....	50.0	48.2	50.3	36.5	28.0	.....	.....	47.0	39.7
10—Hull.....	47.9	44.8	45.2 ^c	31.2	26.7	30.7	49.5	45.0	34.3
11—Montreal.....	52.7	48.0	48.3 ^c	30.3	27.6	31.5	49.2	43.7	35.1
12—Quebec.....	53.0	48.7	50.2	31.2	25.7	32.2	45.9	41.4	35.3
13—Saint Hyacinthe.....	45.0	42.0	42.4 ^c	30.3	25.2	33.3	44.0	45.2	35.1
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
15—Sherbrooke.....	51.9	48.0	44.9 ^c	30.0	26.6	35.3	44.7	45.4	33.8
16—Sorel.....	48.6	44.4	45.3	29.6	25.9	.....	.....	45.2	33.3
17—Thetford Mines.....	45.7	44.3	42.0	31.5	24.7	.....	.....	38.6	33.5
18—Three Rivers.....	48.7	45.3	43.2 ^c	32.1	25.7	31.7	.....	44.7	34.5
Ontario—									
19—Belleville.....	50.4	47.8	49.0	29.8	28.0	.....	47.0	48.0	35.3
20—Brantford.....	50.9	47.6	48.3 ^c	31.8	27.9	32.5	49.7	50.0	35.1
21—Brockville.....	52.6	48.7	50.8	32.3	28.1	.....	50.0	48.7	35.9
22—Chatham.....	50.5	46.7	48.2	31.4	27.9	34.7	48.7	50.6	36.9
23—Cornwall.....	51.7	48.4	50.1	31.0	30.9	.....	.....	46.6	38.6
24—Fort William.....	48.9	45.6	47.4	30.0	27.6	.....	50.4	50.7	40.0
25—Galt.....	50.6	47.0	47.6	30.2	27.4	.....	51.3	48.5	34.6
26—Guelph.....	51.0	48.3	49.0	31.9	29.4	37.8	51.7	50.5	36.0
27—Hamilton.....	50.5	47.4	49.1	32.0	29.0	35.3	50.4	49.8	35.5
28—Kingston.....	50.3	45.7	47.2	29.9	27.0	33.4	48.3	48.0	33.5
29—Kitchener.....	50.1	46.5	49.6	30.5	27.2	33.4	47.9	50.6	35.6
30—London.....	50.3	46.8	48.7	31.4	28.2	33.7	50.3	48.4	34.9
31—Niagara Falls.....	48.1	45.7	47.6	29.9	26.4	.....	49.0	49.6	35.9
32—North Bay.....	50.3	47.8	49.4	31.3	28.7	.....	50.7	48.4	37.7
33—Oshawa.....	49.1	47.7	49.7	30.6	27.2	.....	49.7	49.7	34.5

COAL AND RENTALS BY CITIES, DECEMBER, 1947

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar	
Tomatoes, choice, 2 1/2's (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin									
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
29-1	18-2	22-0	13-8	7-4	40-5	20-8	24-4	46-6	66-1	50-9	1
29-2	18-5	24-9	15-1	6-4	56-1	19-7	20-0	43-6	54-9	54-2	2
28-8	17-8	27-6	15-5	6-2	48-4	21-2	19-5	43-9	57-6	53-4	3
29-5	18-2	22-3	16-4	7-0	60-4	21-1	23-1	49-3	67-5	52-1	4
28-4	17-7	23-9	15-5	6-2	50-1	21-9	20-1	42-5	61-5	54-8	5
30-1	19-2	27-5	13-6	6-4	48-1	17-5	23-1	47-4	60-3	51-7	6
27-5	18-2	25-7	14-3	6-6	41-0	17-4	22-4	40-6	60-3	52-8	7
28-7	17-8	25-6	14-4	6-5	53-4	17-8	21-2	44-4	54-5	52-1	8
26-0	16-9	25-0	12-6	9-7	57-9	15-3	21-7	52-8	59-0	55-8	9
25-9	15-8	24-5	14-0	8-1	62-6	19-3	22-1	35-8	51-4	50-0	10
23-4	17-8	22-6	13-9	8-8	59-2	21-1	21-6	41-3	47-9	50-3	11
25-6	18-8	24-8	13-9	9-0	57-2	21-3	23-8	42-1	54-9	50-7	12
22-3	17-9	20-8	14-0	8-4	59-0	19-7	24-1	48-5	51-9	49-9	13
23-0	20-6	19-2	13-3	8-1	62-0	21-7	23-7	50-0	47-6	50-8	14
24-2	17-3	24-2	14-3	8-0	56-6	21-6	24-4	40-6	50-4	51-5	15
24-5	16-6	23-3	13-8	9-3	56-7	19-1	22-2	45-0	55-0	50-4	16
23-6	18-1	19-3	13-6	8-5	56-3	21-3	25-0	51-7	56-0	53-0	17
23-3	16-8	21-7	14-5	8-1	55-9	20-1	24-3	45-0	51-4	51-4	18
24-7	17-2	25-1	16-1	7-1	64-6	19-6	21-8	43-8	47-5	51-1	19
28-7	17-7	22-7	13-2	7-5	63-5	21-0	21-1	41-2	46-3	50-1	20
28-3	18-3	26-1	15-4	7-0	60-3	21-7	23-1	39-9	52-5	52-4	21
27-0	17-5	22-7	13-9	7-1	61-3	22-0	22-2	34-4	43-2	51-0	22
27-3	19-5	24-8	15-9	7-9	65-3	18-3	23-0	36-6	46-8	51-4	23
31-5	17-3	18-9	12-3	6-2	51-4	20-8	23-6	38-0	51-4	48-8	24
27-3	17-7	22-2	15-3	8-0	66-4	20-6	21-2	40-3	45-4	48-6	25
27-2	18-1	23-0	13-9	8-1	64-3	20-3	21-1	39-0	46-5	48-8	26
28-1	17-6	23-3	14-2	7-3	70-0	20-6	21-3	48-3	48-1	49-1	27
26-8	17-7	22-9	16-0	7-6	60-6	20-9	21-0	39-3	49-1	52-4	28
27-7	18-4	23-3	14-0	7-2	64-8	20-8	21-2	42-7	51-6	48-4	29
26-1	18-2	24-0	14-3	7-0	66-7	20-1	20-3	38-8	52-1	50-7	30
25-6	17-3	22-8	14-2	6-8	67-5	19-7	20-8	43-6	47-6	.....	31
29-3	18-7	24-7	16-0	7-7	72-5	21-3	23-1	44-0	49-9	55-6	32
27-2	17-3	21-7	14-4	6-8	60-0	21-0	20-1	46-4	52-7	52-5	33

TABLE F-1—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulder, hock-off, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
34—Ottawa.....	49.4	46.2	47.7	29.9	27.1	32.1	48.8	47.9	33.9
35—Owen Sound.....	50.9	47.3	49.3	31.0	27.9	.....	.....	50.4	36.7
36—Peterborough.....	51.5	48.0	49.3	31.9	28.5	33.7	50.6	50.6	34.9
37—Port Arthur.....	49.5	46.1	47.3	31.3	30.0	.....	49.2	50.5	39.0
38—St. Catharines.....	49.5	47.1	48.3	31.7	28.1	35.7	49.7	51.2	34.0
39—St. Thomas.....	50.4	47.2	48.6	31.6	27.8	30.8	49.6	51.6	37.1
40—Sarnia.....	50.9	47.9	48.6	32.0	27.7	.....	50.0	50.3	36.3
41—Sault Ste. Marie.....	50.9	47.6	46.4 ^c	31.0	29.7	35.0	49.5	49.3	38.7
42—Stratford.....	48.4	46.2	47.6	31.0	27.8	.....	47.5	48.2	34.0
43—Sudbury.....	48.3	45.2	44.7 ^c	31.9	27.8	.....	49.0	46.9	36.5
44—Timmins.....	49.7	46.5	47.7	30.2	28.3	30.7	52.5	48.7	36.6
45—Toronto.....	50.7	47.3	49.9	32.3	28.7	34.2	49.6	50.4	34.3
46—Welland.....	49.3	46.7	45.7 ^c	30.4	26.3	28.0	49.2	50.3	36.5
47—Windsor.....	49.3	46.2	47.8	31.3	28.5	.....	49.5	50.9	36.9
48—Woodstock.....	50.5	47.5	47.7	31.7	28.5	.....	.....	50.5	37.3
Manitoba—									
49—Brandon.....	48.4	45.4	46.7	29.0	27.9	.....	48.0	49.2	37.3
50—Winnipeg.....	47.5	43.0	40.6 ^c	28.2	25.7	31.4	46.5	46.5	36.0
Saskatchewan—									
51—Moose Jaw.....	45.7	42.6	41.8 ^c	27.7	24.6	.....	.....	45.2	33.4
52—Prince Albert.....	44.3	41.5	41.3 ^c	27.0	26.3	29.5	44.5	45.0	34.0
53—Regina.....	45.8	42.9	43.0	27.2	25.4	31.5	46.7	47.2	36.3
54—Saskatoon.....	48.5	44.5	45.3	29.4	28.0	32.0	46.5	46.7	35.6
Alberta—									
55—Calgary.....	47.7	44.6	45.2 ^c	29.7	28.1	29.6	45.8	47.0	36.3
56—Drumheller.....	50.2	46.2	44.3	29.0	25.6	.....	.....	48.8	35.4
57—Edmonton.....	47.0	42.8	43.4	28.1	28.5	29.6	44.4	46.1	34.9
58—Lethbridge.....	48.7	45.0	42.5 ^c	28.3	28.7	30.0	44.7	47.5	34.3
British Columbia—									
59—Nanaimo.....	57.0	51.0	54.3	32.0	31.0	.....	53.5	53.7	42.7
60—New Westminster.....	53.4	48.9	50.7	30.9	30.4	33.0	50.8	50.9	39.3
61—Prince Rupert.....	52.5	48.7	52.0	31.0	30.0	.....	53.0	51.7	37.0
62—Trail.....	52.5	48.3	50.5	33.2	32.3	35.7	48.6	53.0	41.1
63—Vancouver.....	54.4	49.2	51.4	31.9	31.1	34.0	51.9	53.3	39.4
64—Victoria.....	54.1	50.2	51.7	32.4	30.8	33.9	53.4	53.4	40.7

COAL AND RENTALS BY CITIES, DECEMBER, 1947

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar	
Tomatoes, choice, 2 1/2 (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin									
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
26-3	17-7	25-2	15-2	8-2	65-1	22-1	22-0	36-9	51-6	50-4	34
28-0	18-4	23-2	12-6	6-5	62-6	21-6	20-3	38-7	51-6	51-5	35
27-4	18-1	23-2	14-6	6-4	58-2	22-5	21-4	36-7	47-8	49-3	36
31-6	18-3	21-1	12-5	6-6	55-6	20-7	24-3	36-0	53-7	49-8	37
26-7	18-0	22-4	12-5	7-2	69-4	20-9	22-9	39-1	47-2	51-0	38
27-6	18-3	22-6	13-4	7-5	68-0	.....	21-4	45-1	49-7	52-8	39
26-2	19-1	22-4	14-4	7-3	60-3	20-2	23-2	43-2	48-5	53-5	40
28-2	18-4	23-6	14-5	7-9	66-7	17-6	23-6	39-7	58-0	51-7	41
28-5	18-1	22-9	13-5	6-5	66-3	20-3	19-6	38-5	53-9	49-3	42
28-7	17-7	23-0	15-6	8-0	60-7	21-4	22-7	41-4	56-2	52-4	43
29-8	18-2	24-6	16-3	7-9	72-1	20-7	23-9	37-0	53-0	52-7	44
26-7	17-9	23-7	14-3	6-9	65-2	20-4	19-7	39-3	49-4	48-1	45
24-7	16-6	20-8	14-1	6-9	63-7	19-6	20-6	37-5	45-6	51-0	46
24-0	18-4	21-2	13-7	6-1	65-4	20-4	20-9	39-0	49-8	51-1	47
25-7	17-3	23-0	14-5	6-1	62-6	19-2	19-9	36-4	47-9	51-0	48
31-1	18-3	21-1	15-4	7-2	46-6	21-4	23-4	43-3	53-5	59-3	49
29-4	18-7	21-1	13-9	6-7	44-5	20-2	21-4	41-3	45-2	57-3	50
30-6	17-3	19-0	.....	6-4	53-1	.....	20-7	38-5	51-3	.....	51
29-4	18-3	20-2	14-3	7-7	52-5	23-4	21-5	42-5	53-8	47-5	52
30-5	20-3	19-4	15-5	6-7	46-9	20-3	22-4	37-9	41-3	63-0	53
30-1	18-8	21-2	15-0	7-4	54-8	21-0	22-8	38-2	50-1	50-2	54
27-7	17-2	17-9	13-7	6-7	59-3	20-0	21-9	36-7	53-0	53-5	55
25-6	18-2	19-0	11-0	6-3	63-1	20-3	23-4	33-7	55-6	60-3	56
28-4	17-2	18-4	14-5	6-9	43-5	21-4	23-5	41-6	47-5	57-7	57
27-7	17-9	18-1	12-5	7-1	50-8	20-1	22-4	35-3	55-4	.....	58
26-0	18-0	21-0	15-6	7-1	58-0	20-2	20-7	42-6	44-1	60-0	59
24-0	17-0	20-7	15-8	6-8	58-5	19-3	21-7	36-5	41-9	55-3	60
27-2	20-6	23-1	16-3	7-5	63-8	21-5	22-6	48-7	54-3	52-3	61
26-4	19-0	19-1	16-1	7-1	64-7	18-6	23-3	39-1	61-1	.....	62
25-9	17-1	20-1	15-9	7-2	64-4	18-8	20-9	37-5	40-9	56-9	63
24-5	17-9	21-5	.....	7-8	67-6	20-0	21-1	37-5	43-5	57-1	64

TABLE F-4—RETAIL PRICES OF STAPLE FOODS

Locality	Bacon, side, fancy, sliced, rind-on, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per $\frac{1}{2}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	60.2	28.7	32.1	62.7	15.0	69.9	28.8	9.3	6.5	8.8	13.9
Nova Scotia—											
2—Halifax.....	59.9	29.1	31.9	63.2	17.0	70.3	27.6	9.6	6.5	11.0	13.8
3—New Glasgow.....	61.9	29.0	31.7	66.3	17.0	70.5	28.7	9.7	.....	8.3	13.4
4—Sydney.....	64.1	28.9	32.2	66.9	18.0	71.6	29.7	9.3	6.6	10.4	14.1
5—Truro.....	62.9	29.7	30.7	63.2	16.2	70.5	28.1	9.4	6.2	10.2	13.5
New Brunswick—											
6—Fredericton.....	60.9	29.2	31.5	64.2	17.0	71.3	27.9	10.0	6.1	8.7	13.8
7—Moncton.....	64.0	29.3	32.1	66.3	17.0	70.9	28.8	9.3	6.1	10.6	13.6
8—Saint John.....	62.8	28.4	32.0	66.9	18.0	70.7	29.2	9.3	6.4	8.8	13.8
Quebec—											
9—Chicoutimi.....	.....	29.5	.....	62.8	16.0	65.7	27.3	10.0	6.5	.....	13.7
10—Hull.....	59.0	28.0	30.3	62.1	17.0	66.6	25.6	8.5	5.9	9.7	11.2
11—Montreal.....	62.0	29.3	31.6	62.9	16.6	67.0	26.8	8.1	6.0	10.0	12.9
12—Quebec.....	57.6	29.1	31.3	61.2	16.0	66.1	27.6	8.1	6.0	9.7	12.9
13—Saint Hyacinthe.....	57.3	28.2	31.3	59.3	15.0	66.1	25.4	7.6	6.1	10.0	12.8
14—St. Johns.....	63.5	30.0	32.0	59.8	15.0	69.1	28.0	7.3	6.6	9.5	13.2
15—Sherbrooke.....	57.5	27.3	31.7	62.5	16.0	67.1	27.3	9.5	6.3	9.5	12.7
16—Sorel.....	61.4	29.1	31.0	56.6	15.0	66.8	25.7	7.5	6.2	9.7	13.8
17—Thetford Mines.....	46.0	.....	30.4	55.9	15.0	66.4	25.9	7.3	6.1	8.8	14.1
18—Three Rivers.....	61.1	28.3	29.9	60.6	16.0	64.7	26.5	7.6	6.0	9.7	13.4
Ontario—											
19—Belleville.....	62.3	28.9	30.8	55.2	17.0	68.2	25.9	8.7	5.8	9.3	12.2
20—Brantford.....	61.7	27.5	30.9	58.1	17.0	68.9	26.2	8.3	6.0	9.6	12.9
21—Brockville.....	63.8	28.3	30.3	58.9	17.0	68.8	26.9	8.7	6.5	10.2	12.4
22—Chatham.....	61.7	27.5	31.3	54.4	17.0	68.7	24.8	8.5	6.2	8.5	12.3
23—Cornwall.....	64.1	27.9	30.8	58.9	17.0	68.5	25.4	7.8	6.4	8.8	12.9
24—Fort William.....	62.0	27.5	30.2	62.9	18.0	68.0	27.0	9.3	6.2	9.4	12.1
25—Galt.....	62.2	28.0	30.8	56.7	16.0	69.3	26.3	8.5	6.1	9.6	12.9
26—Guelph.....	62.1	27.4	30.9	56.3	16.0	69.6	25.3	8.3	5.9	9.4	12.6
27—Hamilton.....	62.6	27.6	31.1	59.0	16.0	69.8	26.0	8.2	6.0	10.0	12.5
28—Kingston.....	59.8	27.5	30.9	60.8	17.0	66.9	26.1	8.4	6.1	10.1	13.0
29—Kitchener.....	61.5	27.7	31.0	55.5	16.0	68.8	25.3	8.7	6.1	9.2	12.7
30—London.....	62.3	27.4	30.7	56.1	16.0	69.0	26.0	8.4	5.7	10.1	12.9
31—Niagara Falls.....	62.8	27.6	30.7	60.5	17.5	69.6	26.7	8.3	6.4	9.5	12.2
32—North Bay.....	65.3	28.1	31.6	66.3	18.0	70.5	26.6	9.3	6.4	9.8	13.5
33—Oshawa.....	61.7	27.4	30.4	59.6	17.0	68.2	25.0	8.3	5.9	9.3	12.4

COAL AND RENTALS BY CITIES, DECEMBER, 1947

Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
			Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	
29.4	41.6	37.7	9.7	9.2	65.6	50.0	14.63	25.00-29.00(b)	1
30.5	42.7	37.9	9.5	9.4	62.2	49.9	15.87	28.00-32.00	2
33.7	43.3	39.0	9.9	10.0	62.9	50.0		16.00-20.00	3
33.1	43.8	37.8	10.0	9.9	62.9	50.6	10.20	20.50-24.50(b)	4
30.4	42.5	37.9	9.7	9.7	62.8	52.6	14.30		5
30.3	42.9	37.0	9.8	9.8	64.2	49.8	15.50	21.00-25.00(b)	6
31.6	41.2	37.9	10.0	10.0	59.5	49.5	14.80	27.00-31.00(b)	7
30.3	42.5	37.1	9.9	9.6	60.5	50.2	15.50	21.00-25.00(b)	8
.....		37.7	9.7	9.4	66.0	52.9	21.00		9
32.1	37.1	35.1	9.4	9.2	54.2	52.4	20.00	16.50-20.50	10
30.5	39.8	36.2	9.1	9.2	59.8	52.6	21.00	24.50-28.50(b)	11
32.6	43.7	37.8	9.1	9.0	57.1	52.5	19.50	29.00-33.00(b)	12
33.3	36.9	37.4	9.0	8.9	55.5	52.0	20.00		13
34.3	43.3	36.3	9.1	9.1	54.7	52.1	21.00		14
32.5	42.3	38.3	9.0	9.0	56.0	52.6	21.50	21.50-25.50(b)	15
34.9	42.4	37.8	9.0	8.8	60.5	52.2	20.75		16
31.0	39.7	39.6	9.0	8.6	59.5	49.5	22.00		17
32.6	39.4	40.3	9.1	9.0	59.1	52.9	18.50	21.00-25.00(b)	18
31.8	38.0	34.5	9.5	9.4	54.6	51.8	19.50		19
32.3	36.1	34.6	9.4	9.4	56.8	51.5	19.50	22.50-26.50	20
33.0	39.5	34.1	9.5	9.4	56.1	51.4	19.50		21
31.1	37.3	32.5	9.9	9.9	57.5	53.1	20.00	23.00-27.00	22
33.0	38.2	33.4	9.1	9.1	55.7	51.3	21.00		23
27.5	40.9	32.9	9.8	9.8	56.5	49.8	19.80	28.50-32.50	24
31.1	35.3	32.9	9.3	9.1	56.7	52.4	20.25	25.50-29.50	25
31.2	37.2	33.3	9.5	9.5	55.1	52.5	19.50	24.00-28.00	26
30.7	37.9	34.5	9.1	9.1	56.4	51.9	19.00	28.50-32.50	27
33.2	40.9	34.3	9.1	9.1	57.2	52.1	20.00	32.00-36.00	28
32.3	37.4	32.6	9.6	9.5	52.6	53.0	19.50	30.00-34.00	29
31.9	38.6	34.7	9.7	9.5	56.4	51.4	20.50	27.50-31.50	30
27.8	39.5	34.2	9.6	9.9	54.6	51.7	18.87	28.50-32.50	31
32.0	39.1	37.3	10.1	10.1	61.0	52.6	21.50	23.00-27.00	32
31.4	38.7	34.1	9.6	9.3	56.7	52.1	19.50	27.50-31.50	33

TABLE F-4—RETAIL PRICES OF STAPLE FOODS,

Locality	Bacon, side, fancy, sliced, rind-on, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per $\frac{1}{2}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	61.5	28.3	30.6	61.5	17.0	67.3	26.4	8.4	6.1	10.1	12.8
35—Owen Sound.....	61.9	28.2	30.9	56.2	17.0	68.9	24.9	8.7	6.1	8.4	12.2
36—Peterborough.....	62.1	27.5	30.9	56.6	17.0	67.4	26.6	8.0	6.1	9.8	12.3
37—Port Arthur.....	64.4	27.4	30.1	63.9	18.0	68.2	27.3	9.3	6.2	8.5	11.4
38—St. Catharines.....	62.3	27.8	31.1	60.7	17.5	68.4	26.6	8.1	6.3	9.9	12.5
39—St. Thomas.....	61.6	28.0	30.9	59.3	16.0	68.9	26.6	8.2	5.9	9.7	12.7
40—Sarnia.....	62.7	27.5	32.2	58.3	17.0	69.9	26.8	8.7	6.2	9.6	12.6
41—Sault Ste. Marie.....	62.5	28.5	30.5	65.0	18.0	68.9	25.9	8.7	6.2	9.4	12.1
42—Stratford.....	61.7	28.4	32.1	54.4	16.0	68.9	25.7	8.3	5.6	10.1	13.5
43—Sudbury.....	60.9	28.5	31.2	62.3	18.0	68.9	26.1	9.3	6.5	9.6	13.3
44—Timmins.....	63.5	27.8	30.9	63.5	19.6	67.9	26.7	9.7	6.2	9.7	12.9
45—Toronto.....	62.7	28.3	30.8	60.6	18.0	69.2	25.2	8.1	6.1	9.5	12.5
46—Welland.....	60.7	28.3	31.6	61.2	17.9	68.3	26.3	8.7	6.0	9.6	11.9
47—Windsor.....	61.5	27.3	30.5	59.2	16.0	68.9	25.9	8.7	6.1	9.7	12.7
48—Woodstock.....	61.6	27.6	31.9	55.8	16.0	68.2	25.6	8.1	5.5	8.9	12.8
Manitoba—											
49—Brandon.....	61.9	25.4	32.1	58.3	14.0	66.1	26.8	8.9	6.1	7.3	12.7
50—Winnipeg.....	62.3	26.0	31.1	61.0	15.0	67.0	27.6	9.2	6.0	9.1	13.0
Saskatchewan—											
51—Moose Jaw.....	.....	25.1	33.8	56.3	15.0	66.8	26.0	9.1	6.1	8.7	12.9
52—Prince Albert.....	60.2	25.9	32.7	54.7	15.0	67.5	25.8	7.6	6.2	8.2	12.6
53—Regina.....	63.2	25.6	34.0	56.6	15.0	66.0	28.4	9.0	6.2	7.7	12.7
54—Saskatoon.....	63.0	25.5	32.9	57.0	15.0	66.9	27.1	9.0	5.9	7.8	12.5
Alberta—											
55—Calgary.....	65.7	25.1	31.6	56.4	14.0	66.8	27.0	9.6	6.2	8.0	12.4
56—Drumheller.....	62.3	27.0	32.4	56.0	14.0	68.1	27.7	10.4	6.4	12.0	13.3
57—Edmonton.....	60.1	25.3	32.3	54.5	14.0	66.6	26.9	8.8	6.0	8.9	12.4
58—Lethbridge.....	62.0	25.5	32.4	55.8	14.0	66.9	27.4	10.2	6.0	7.6	11.9
British Columbia—											
59—Nanaimo.....	70.4	29.5	36.8	55.1	17.7	69.5	28.3	12.0	6.4	9.1	13.7
60—New Westminster.....	65.4	28.8	31.5	52.2	15.0	69.0	27.3	10.5	6.3	9.6	13.0
61—Prince Rupert.....	65.4	29.2	34.6	61.5	19.0	70.6	30.6	13.0	6.8	10.7	12.0
62—Trail.....	66.5	27.2	33.0	61.5	17.3	68.7	27.9	12.0	6.8	9.2	12.3
63—Vancouver.....	69.2	28.9	31.6	52.1	15.0	69.0	27.1	11.4	6.3	9.1	12.5
64—Victoria.....	68.2	29.6	32.8	55.0	17.0	69.5	27.8	10.7	6.3	9.5	12.5

COAL AND RENTALS BY CITIES, DECEMBER, 1947

Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per 1/4 lb. package	Coal		Rent (a)	
			Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.		\$	\$	
32.3	40.8	34.1	9.3	9.1	56.0	51.2	20.00	.....	33.00-37.00	34
31.0	41.0	33.4	9.5	9.5	58.1	52.4	20.00	.....	18.50-22.50	35
31.7	41.9	34.0	9.5	9.5	54.8	51.7	20.75	.....	27.50-31.50	36
27.5	41.7	32.3	10.1	10.0	55.7	50.2	.....	19.80	24.00-28.00	37
27.6	36.0	35.2	9.2	9.3	56.4	51.7	19.75	.....	28.00-32.00	38
33.3	41.9	35.2	9.8	9.8	56.7	52.6	19.50	.....	22.00-26.00	39
33.2	41.3	33.1	10.1	9.9	56.9	52.4	21.00	.....	.....	40
29.4	39.6	35.3	9.9	9.7	51.9	51.5	21.00	.....	24.00-28.00	41
29.9	38.0	34.7	9.9	9.7	56.7	51.6	20.00	.....	22.00-26.00	42
30.2	39.1	36.9	10.1	9.9	58.2	51.5	21.10	.....	30.00-34.00	43
32.2	39.1	32.7	10.0	10.0	53.5	51.0	22.50	.....	30.00-34.00	44
30.5	38.2	34.1	9.2	9.2	56.9	52.0	19.20	.....	34.00-38.00	45
26.7	36.2	34.8	9.3	9.4	51.1	51.7	19.30	.....	.....	46
31.9	37.0	33.8	9.5	9.4	56.9	51.7	20.00	.....	27.00-31.00	47
30.0	38.5	34.4	9.7	9.7	56.3	51.5	19.50	.....	.....	48
29.1	43.7	36.4	10.2	10.0	57.0	50.1	.....	14.25	23.50-27.50	49
29.3	42.0	33.6	10.0	10.0	53.7	49.0	.....	15.30	29.00-33.00	50
.....	.....	35.5	10.5	10.5	56.5	49.3	.....	12.50	25.50-29.50	51
29.5	42.1	35.2	11.0	10.8	52.6	50.9	.....	12.60	21.00-25.00	52
28.3	42.3	34.7	10.9	10.9	58.4	53.3	.....	13.60	30.00-34.00	53
28.0	42.7	35.1	10.9	11.3	57.4	49.5	.....	12.40	24.00-28.00	54
27.8	41.4	34.5	10.1	10.7	55.1	48.9	.....	10.25	27.00-31.00	55
30.2	42.3	37.8	10.9	11.1	55.7	49.0	.....	.....	23.50-27.50	56
27.9	41.9	32.2	10.1	10.7	57.0	48.5	.....	7.55	26.00-30.00	57
29.8	41.0	33.5	10.4	11.2	53.0	49.3	.....	7.00	24.00-28.00	58
31.0	40.5	29.3	9.9	10.4	54.9	49.9	.....	.....	18.00-22.00	59
28.1	39.7	29.8	9.1	9.2	54.3	48.9	.....	15.45	21.00-25.00	60
32.3	42.4	33.0	10.1	10.1	56.6	47.4	.....	17.25	20.00-24.00	61
29.5	40.3	36.2	10.3	10.0	55.1	49.7	.....	13.50	23.00-27.00	62
27.8	38.1	31.4	9.4	9.6	56.6	48.5	.....	15.45	26.50-30.50	63
28.4	39.5	30.0	10.1	9.8	57.3	49.5	.....	16.40	23.00-27.00	64

(a) Rent figures are obtained by multiplying increases since June, 1941, by the average rental determined by the census of that date. The increases are based upon reports from real estate agents and periodic sample surveys which are now being conducted by direct interview.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

(c) Averages include prices for cuts with bone in.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA.

1926=100

	1913	1918	1920	1922	1926	1929	1933	1939	1941	1945	1946	Sep- tember 1947	Octo- ber 1947	Nov- ember 1947
All commodities	64.0	127.4	155.9	97.3	100.0	95.6	67.1	75.4	90.0	103.6	108.7	133.8	139.3	142.5
Classified according to chief component material—														
I Vegetable Products.....	58.1	127.9	167.0	86.2	100.0	91.6	59.3	63.7	77.0	97.0	97.8	122.1	126.8	131.6
II Animals and Their Products.....	70.9	157.1	145.1	96.0	100.0	109.0	59.4	74.6	92.1	107.9	114.5	135.9	140.7	144.1
III Fibres, Textiles and Textile Products.....	58.2	127.1	176.5	101.7	100.0	109.0	69.7	70.0	91.0	91.8	97.0	134.2	137.4	146.5
IV Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.0	93.9	62.8	79.2	96.0	120.0	132.3	166.3	175.7	176.8
V Iron and Its Products.....	68.9	156.9	168.4	104.6	100.0	93.7	85.4	98.5	111.3	117.1	126.1	*137.5	*148.3	148.3
VI Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	100.0	99.2	64.3	71.3	77.7	79.8	88.0	134.6	134.9	135.9
VII Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	100.0	92.9	84.4	85.3	95.2	102.0	103.1	117.5	119.1	121.2
VIII Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	100.0	95.4	81.3	79.8	98.9	99.4	95.2	112.6	111.9	112.6
Classified according to purpose—														
I Consumers' Goods.....	62.0	102.7	136.1	96.9	100.0	94.7	71.1	75.9	91.1	98.1	101.1	121.6	124.7	130.0
A. Field.....	61.8	119.0	150.8	90.2	100.0	100.0	63.8	73.9	89.5	103.4	107.5	129.0	132.6	137.7
B. Animal.....	62.2	91.9	126.3	101.4	100.0	91.1	76.0	77.2	92.2	94.6	96.8	116.6	119.5	124.8
II Other Consumers' Goods.....	67.7	133.3	164.8	98.8	100.0	96.1	63.1	70.4	83.6	100.7	105.7	135.0	139.8	142.4
III Producers' Goods.....	55.1	81.9	108.6	104.1	100.0	94.6	86.0	95.4	105.7	119.1	121.2	136.2	139.3	140.0
IV Producers' Equipment.....	69.1	139.0	171.0	98.2	100.0	96.3	60.5	67.6	81.1	98.7	104.0	134.9	139.9	142.7
V Building and Construction Materials.....	67.0	100.7	144.0	108.7	100.0	99.0	78.3	89.7	107.3	127.3	134.8	170.8	185.4	186.9
VI Manufacturers' Materials.....	69.5	148.1	177.3	95.8	100.0	95.9	57.8	63.9	76.6	93.8	98.8	128.8	132.2	135.2
Classified according to origin—														
I Farm.....														
A. Field.....	59.2	134.7	176.4	91.2	100.0	90.1	59.3	61.8	75.9	91.7	93.1	118.7	123.1	129.2
B. Animal.....	70.1	129.0	146.0	95.9	100.0	105.5	61.0	75.5	91.6	101.6	107.6	132.2	136.3	140.3
II Farm (Canadian).....	64.1	132.6	160.6	88.0	100.0	100.0	51.0	64.3	72.8	109.7	111.9	120.4	122.9	126.5
III Marine.....	65.9	111.6	114.1	91.7	100.0	105.3	62.9	71.2	92.1	131.7	144.0	151.3	167.2	168.9
IV Forest.....	60.1	89.7	151.3	106.8	100.0	93.7	63.0	78.9	95.6	119.2	131.3	164.8	174.0	175.1
V Mineral.....	67.9	115.2	134.6	106.4	100.0	92.8	80.6	85.8	95.5	100.2	109.5	123.1	127.2	128.2
VI All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	100.0	97.5	56.6	67.5	81.8	105.6	109.8	133.5	138.6	142.5
VII All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	100.0	93.0	70.2	75.3	88.8	94.0	98.8	123.0	127.5	131.4

*Revised

P. W. 27/11/47—100

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistics	Cost of Living, Commonwealth Statistics	Whole-sale, Government Statistician	Cost of Living, Government Statistician
	508	1935-1939	889	1935-1939	200	July 1914	78	July 1914	188	1910 = 1000	1936-1939 = 100	1936-1939 = 1000	180	1926-1930 = 1000
Number of Commodities:														
Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914	July 1914	June 1914	1910 = 1000	1936-1939 = 100	1936-1939 = 1000	1926-1930 = 1000	1926-1930 = 1000	
1913.....	64.0	(a) 79.1	69.8	(b) 70.7	.....	(g) 100	(h) 100	(c) 100	1125	814	(d) 100	(b) 100	748	628
1914.....	65.5	79.7	68.1	71.8	.....	123	100	100	1090	855	.....	.....	805	676
1915.....	70.4	80.7	69.5	72.5	.....	146	.....	.....	1204	908	.....	.....	852	724
1916.....	84.3	87.0	85.5	77.9	.....	176	.....	.....	1379	986	.....	.....	1024	785
1917.....	114.3	102.4	117.5	91.6	.....	203	204	.....	1683	1064	.....	.....	1252	912
1918.....	127.4	115.6	131.3	107.5	.....	215	.....	.....	1723	1177	.....	.....	1282	912
1919.....	134.0	126.5	138.6	123.8	.....	226	.....	.....	1854	1252	.....	.....	1536	1019
1920.....	155.9	145.4	154.4	143.0	.....	226	.....	.....	2512	1458	.....	.....	1034	1019
1921.....	110.0	129.9	97.6	127.7	.....	226	.....	.....	1805	1320	.....	.....	1034	1019
1922.....	97.3	120.4	96.7	119.7	.....	183	.....	.....	1445	1101	.....	.....	1194	952
1923.....	100.0	121.8	100.0	126.4	.....	172	.....	.....	1387	1063	.....	.....	1053	1010
1924.....	96.4	120.5	96.7	122.6	.....	166	.....	.....	1358	1069	.....	.....	984	1006
1925.....	95.6	121.7	95.3	122.5	.....	141.2	.....	.....	1305	1086	.....	.....	1004	1006
1926.....	86.6	120.8	86.4	119.4	.....	100.0	.....	.....	1155	1041	.....	.....	983	1004
1927.....	87.1	94.4	85.9	92.4	.....	85.7	.....	.....	1047	932	.....	.....	904	795
1928.....	78.6	102.2	78.6	100.8	.....	101.4	.....	.....	1174	1000	.....	.....	1036	951
1929.....	75.4	101.5	77.1	99.4	.....	102.8	.....	.....	1338	1000	.....	.....	1029	990
1930.....	82.0	105.6	78.6	100.2	.....	136.6	.....	.....	1146	1034	.....	.....	1051	1073
1931.....	80.0	111.7	87.3	103.2	.....	152.6	.....	.....	1047	1082	.....	.....	1111	1073
1932.....	100.0	118.4	103.1	123.6	.....	162.8	.....	.....	1373	1244	.....	.....	1513	1073
1933.....	102.5	118.9	104.0	125.5	.....	166.2	.....	.....	1306	1288	.....	.....	1558	1003
1934.....	103.6	119.5	105.8	128.4	.....	189.0	.....	.....	1405	1322	.....	.....	1584	1004
1935.....	108.7	123.6	121.1	139.2	.....	175.2	.....	.....	1410	1278	.....	.....	1590	1008
1936.....	111.6	130.7	130.7	152.2	.....	203	.....	.....	1498	1348	.....	.....	1562	1008
1937.....	112.0	127.1	139.7	152.2	.....	203	.....	.....	1350	1350	.....	.....	1504	1008
1938.....	114.2	127.0	141.5	153.3	.....	204	.....	.....	1490	1350	.....	.....	1569	1008
1939.....	118.1	127.8	144.6	153.3	.....	181.6	.....	.....	1870	1353	.....	.....	1571	1013
1940.....	120.4	128.9	149.5	156.3	.....	183.2	.....	.....	1869	1372	.....	.....	1571	1013
1941.....	125.3	133.1	147.7	158.8	.....	183.6	.....	.....	1882	1383	.....	.....	1571	1013
1942.....	127.8	134.9	150.1	157.1	.....	189.1	.....	.....	1896	1389	.....	.....	1571	1013
1943.....	129.1	135.9	150.6	158.4	.....	(k) 189.8	.....	.....	1915	1412	.....	.....	1571	1013
1944.....	130.8	136.6	153.6	160.3	.....	193.3	.....	.....	1929	1405	.....	.....	1571	1013
1945.....	133.8	139.4	157.4	163.8	.....	(l) 195.2	.....	.....	1945	1405	.....	.....	1571	1013
1946.....	139.3	142.2	158.5	163.8	.....	199.3	.....	.....	.....	.....	.....	.....	.....	.....
1947.....	142.5	143.6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942 = 1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised. (j) From August, 1945. (k) Consumers Price Index for Moderate-Income Families in Large Cities. (l) New series, June 17, 1947 = 100. Interim Index of Retail Prices (H.M.S.O., June 1947).

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-DECEMBER,
1946-1947†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per 1,000 Available Work Days
1947*						
January	12‡	12	3,302‡	3,302	28,519	.38
February.....	13	20	17,219	33,737	199,679	2.67
March.....	10	18	792	15,931	378,057	5.05
April.....	21	26	3,151	17,480	363,886	4.86
May.....	32	43	18,053	34,013	365,424	4.89
June.....	19	31	2,844	17,201	166,370	2.22
July.....	18	29	1,707	3,112	24,355	.33
August.....	21	36	5,755	7,184	52,314	.70
September.....	25	41	5,202	19,879	276,859	3.69
October.....	28	46	10,357	27,560	428,170	5.74
November.....	12	28	8,373	14,735	119,602	1.60
December.....	8	15	1,240	3,189	19,097	.24
Cumulative totals.....	219		77,995		2,422,332	2.70
1946						
January	13‡	13	2,957‡	2,957	18,948	.25
February.....	16	19	3,594	3,769	11,891	.16
March.....	22	30	4,299	6,097	45,856	.61
April.....	22	30	4,924	7,110	45,764	.61
May.....	29	36	46,681	47,855	566,410	7.57
June.....	25	36	31,556	70,600	933,876	12.49
July.....	33	47	28,226	50,429	915,911	12.25
August.....	20	46	5,180	42,506	870,694	11.64
September.....	18	37	2,036	33,451	657,714	8.79
October.....	11	27	7,212	33,425	392,247	5.25
November.....	14	20	1,970	7,915	33,278	.44
December.....	5	10	839	2,256	23,804	.32
Cumulative totals.....	228		139,474		4,516,393	5.03

* Preliminary figures.

‡ Strikes terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information precluded the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING DECEMBER, 1947 (1)

Industry Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to December, 1947				
MANUFACTURING—				
<i>Vegetable Foods, etc.—</i> Candy factory workers, Toronto, Ont.	1	185	1,850	Commenced November 11; for a new agreement providing for increased wages, upgrading of workers, union security, increased vacations with pay, sick leave, etc.; terminated December 14; conciliation, provincial, followed by negotiations; compromise.
<i>Boots and Shoes (Leather)—</i> Shoe factory workers, Montreal, P.Q.	10	1,200	6,000	Commenced October 1; for union agreements providing for increased wages, reduced hours, union security, etc.; terminated December 9; negotiations in some cases, return of workers and replacement; partially successful.
<i>Textiles, Clothing, etc.—</i> Textile factory workers, Montreal, P.Q.	1	40	500	Commenced October 6; inter-union dispute re bargaining agency; employment conditions no longer affected by December 17; in favour of employer.
<i>Metal Products—</i> Structural steel factory workers, Burnaby, B.C.	2	50	800	Commenced August 21; for a new agreement providing for increased wages, additional union security and other changes; unterminated.
Metal factory workers, Belleville, Ont.	1	221	200	Commenced October 6; alleged discrimination in lay-off of 15 workers during transfer of machines to new building; terminated December 1; return of workers and replacement; in favour of employer.
Wire cloth factory workers, Niagara Falls, Ont.	1	(3) 200	200	Commenced November 24; alleged infraction of seniority and ability clauses in agreement in dismissal of two workers; terminated December 1; return of workers; in favour of employer.
TRADE—				
Dairy workers, drivers, etc. Cornwall, Ont.	4	53	212	Commenced November 29; alleged delay of conciliation board in negotiations for a union agreement providing for increased wages, vacations with pay, union security, etc.; terminated December 4; return of workers pending report of conciliation board; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING DECEMBER, 1947 (1)
—Concluded

Industry Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts Commencing During December, 1947				
LOGGING— Bush workers, Delray, Ont.	1	50	150	Commenced December 29; refusal to cut pulpwood on a piece-work basis; untermiated.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Bakery workers, Vancouver, B.C.	1	(4) 20	370	Commenced December 8; for implementation of award of arbitration board providing for increased wages and other changes in new agreement under negotiations; untermiated.
<i>Tobacco and Liquors—</i> Soft drink factory workers, Edmonton, Alta.	1	43	900	Commenced December 1; for implementation of award of arbitration board providing for increased wages in new agreement under negotiations; untermiated.
<i>Printing and Publishing—</i> Printing pressmen, Toronto, Ont.	71	850	6,500	Commenced December 15; for a greater increase in wages than recommended by majority report of conciliation board, union security increased vacations with pay, etc., in new agreements under negotiations; untermiated; partial return of workers.
<i>Miscellaneous Wood Products—</i> Saw and planing mill workers, St. Stephen, N.B.	1	61	175	Commenced December 17; for a union agreement providing for increased wages, union security, etc.; terminated December 20; negotiations; compromise.
CONSTRUCTION— <i>Buildings and Structures—</i> Carpenters and helpers, St. Stephen, N.B.	2	21	50	Commenced December 17; for union agreements providing for increased wages, union security, etc.; terminated December 20; negotiations; compromise.
Electricians, Montreal, P.Q.	1	120	840	Commenced December 22; for a union agreement providing for increased wages and other changes; untermiated.
TRANSPORTATION— <i>Water—</i> Ships' officers and seamen Halifax, N.S., and British Columbia	11	(5) 75	350	Commenced December 22; for new agreements providing for increased wages and other changes, and dispute over carrying arms to China; untermiated.

(1) Preliminary data based where possible on direct reports from parties concerned; in some cases incomplete; subject to revision for the annual review.

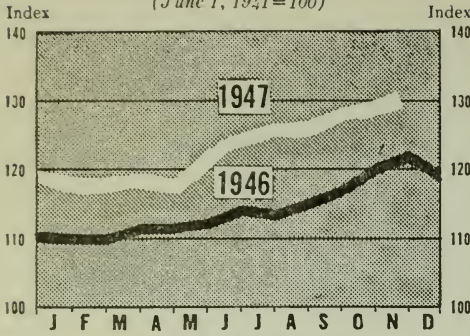
(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 50 indirectly affected; (4) 22 indirectly affected. (5) Estimated.

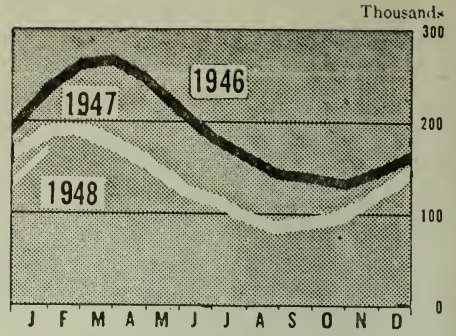
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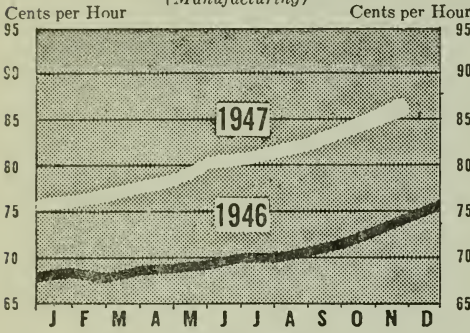
INDUSTRIAL EMPLOYMENT
(June 1, 1941=100)



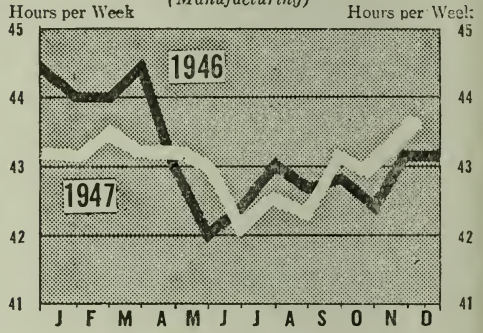
UNPLACED APPLICANTS



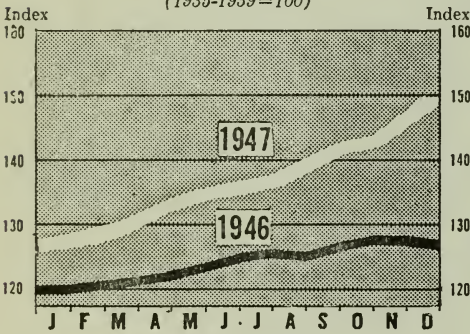
AVERAGE HOURLY EARNINGS
(Manufacturing)



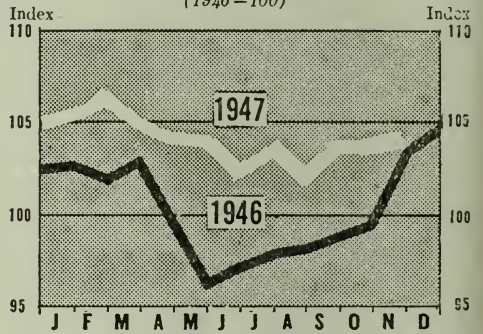
AVERAGE HOURS WORKED
(Manufacturing)



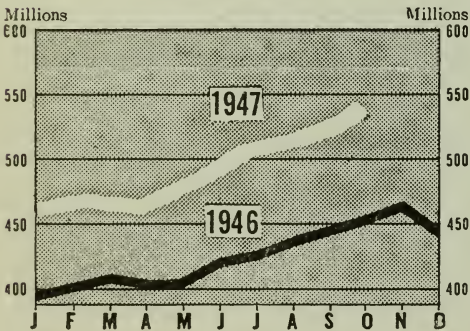
COST OF LIVING
(1935-1939=100)



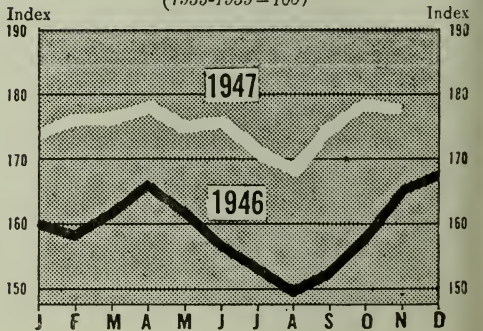
REAL WEEKLY EARNINGS
(1946=100)



LABOUR INCOME



INDUSTRIAL PRODUCTION
(1935-1939=100)



THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Humphrey Mitchell, minister

Arthur MacNamara, C.M.G., LL.D., deputy minister

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March, 1948

The Labour Month in Brief

The labour market during January was temporarily experiencing a seasonal lull in activity, but indications pointed to a year of continuing high employment during 1948. The immediate prospects for expansion were good: on the one hand, there was a continuing high demand for goods; and on the other, fewer production handicaps, such as material and skilled labour shortages, were in existence which could deter expansion in the coming year.

Some uncertainty was appearing in the employment scene due to buyers' resistance to the high prices of many goods, but to date this had not seriously affected the labour market.

The full effect of seasonal inactivity usually reaches the labour market during January and may be prolonged throughout February and early March, depending upon weather conditions. The sharp rise in the number of job-seekers entering Employment Offices during January, therefore, was a normal development for the time of year. This seasonal unemployment was expected to be short-lived and by April or May a shift from a surplus to a shortage of labour was anticipated in many localities and industries.

Employment

From the chart on the opposite page it will be noted that the index of industrial employment was considerably higher at December 1, 1947, than at the corresponding date in 1946. This index is prepared by the Dominion Bureau of Statistics on the basis of reports from employers in the eight leading industries who customarily employ 15 or more workers.

Standing at 130.8, this index had gained about ten points during the year, and was in fact at the highest peak in the Bureau's 27-year record. (By January 1, according to information received too late for inclu-

sion in the chart, the index had dropped 2.9 per cent, the decline being in conformity with the usual seasonal pattern.)

The chart on unplaced applicants gives an indication of employment market conditions up to the beginning of February. This chart refers to the number of unplaced job-seekers registered at Employment Offices. At February 1 the total was 186,000, or about 10,000 less than at the same date in 1947. Later in the month the total slightly surpassed the highest point reached in 1947, rising above 200,000, as compared with a 1947 peak of 195,000.

Statistics of unemployment insurance also reflected seasonal conditions. There was a rise in the number of claimants for benefit from 47,000 during the month of November to 80,000 in December; the figure for December, 1946, was 59,000. At the end of the month there were 95,000 claimants on the live unemployment register.

Industrial Relations

Labour relations in the field of federal jurisdiction were undisturbed during the month of January, but the Minister of Labour and the staff of the Industrial Relations Branch gave attention to a number of cases of outstanding interest and importance.

Of most immediate importance among these were the disputes between the deep-sea shipowners of the East and West Coasts and their deck, engineer and radio officers as represented by three maritime unions; and two cases arising out of applications for intervention from two groups of railway employees, in whose behalf demands had been made for wage increases of 35 cents per hour.

Statistics of strike activity, relating to all fields of jurisdiction in Canada, indicate a substantial increase in time loss in January as compared with the previous

month. This was due to a strike of coal miners in Alberta and British Columbia, which commenced on January 13 in the Crow's Nest Pass district and within a few days had spread to nearly all bituminous coal mines in the two provinces. Preliminary figures for January, 1948, show 19 strikes and lockouts in existence during the month, involving 12,595 workers, with a time loss of 135,780 man-working days. The time loss per 1,000 available work days was 1.75, as compared with 0.24 in December, 1947, and 0.38 in January, 1947.

Cost of Living

The Dominion Bureau of Statistics cost-of-living index (base 1935-39=100) advanced from 146.0 to 148.3 between December 1, 1947 and January 2, 1948. The increase in this series between January, 1947 and January, 1948, has amounted to 21.3 points. Group indexes for foods, home furnishings and services, and miscellaneous items contributed a predominant proportion of the rise for the month ending January 2, 1948.

The food index moved from 178.7 to 182.2, prices for butter and vegetables accounting for most of this change. Although meats showed scattered increases, prices at the beginning of January had shown no general rise over December 1 levels. Prices for eggs and citrus fruits declined moderately during December.

Earnings

Earnings of wage-earners showed steady gains throughout 1947, with workers in building construction obtaining the most marked advances, followed by slightly smaller increases for those in mining and manufacturing; earnings in the services and local transportation lagged noticeably behind the general upswing. The accompanying chart illustrates the rise in average hourly earnings in manufacturing from 76.3 to 85.5 cents during the year.

Weekly earnings in manufacturing averaged \$37.19 at the beginning of December, indicating a 16 per cent advance over the year.

However real earnings (earnings computed in relation to the cost of living) only slightly more than held their own, the index (av. 1946=100) standing at 104.2 at December 1, as compared with 103.6 one year before.

Labour Income

Receipts of wages, salaries and supplementary labour income by Canadian residents totalled \$538 million in October, 1947. This total was eight million dollars higher than that for September, and \$84 million or about 19 per cent higher than the corresponding total in October, 1946.

Although increases in employment and in the cost of living probably decreased the purchasing power of the average Canadian wage-earner in October, as compared with September, it would seem that there was little overall change in consumer purchasing power in the first ten months of this year compared with 1946. To the end of October, monthly labour income payments have averaged about 18 per cent higher than those for 1946. The indexes of employment in nine leading industries from January 1 to November 1, have averaged about seven per cent higher than the annual 1946 figure, and the average of the cost of living index stood about nine per cent higher than that for 1946. Reductions in income tax charges which became effective on July 1, added somewhat more money to the take home pay of the Canadian wage-earner, to some extent counterbalancing sharply rising prices toward the end of the period.

Foreign Trade

Canada's foreign trade in 1947 aggregated \$5,385,700,000, the highest total for any year in history, being 26 per cent ahead of the 1946 figure of \$4,266,400,000 and almost three per cent higher than in 1944, the previous record year.

Canada ended the year 1947 with an over-all favourable commodity trade balance with all countries of \$237,800,000 as compared with \$411,900,000 in the preceding year. However the debit balance with the United States during 1947 was \$918,100,000, compared with \$496,700,000 in 1946.

In December, the first full month in which the import restrictions were in effect, imports declined from the levels of earlier months of the year, totalling \$194,200,000 as compared with \$229,100,000 in November and \$254,500,000 in October. The total for December, 1947, however, was \$12,300,000 above that of December, 1946.

Domestic exports in December were valued at \$266,000,000 and Canada's total export trade in 1947 was \$2,774,900,000 or 20 per cent higher than the 1946 figure.

NOTES OF CURRENT INTEREST

House of Commons committee on cost of living

On February 10 a special committee of the House of Commons was appointed to inquire into price increases and matters pertaining thereto.

The committee was instructed to examine and report as to:—

- “(a) the causes of the recent rise in the cost of living;
- “(b) prices which have been raised above levels justified by increased costs; and
- “(c) rises in prices due to the acquiring, accumulating or withholding from sale by any persons, firms or corporations of any goods beyond amounts reasonably required for the ordinary purposes of their businesses.”

At its first meeting the committee, which has sixteen members, elected as chairman the Hon. Paul Martin, Minister of National Health and Welfare.

The day-to-day proceedings of the committee are being printed, and may be subscribed to through the King's Printer, Ottawa, at a cost of \$1.

Minister of Labour condemns profiteering

Addressing the annual convention of the Canadian Construction Association at Quebec City late in January, Hon. Humphrey Mitchell, Minister of Labour, referred

pointedly to the baneful effect of profiteering in the current cost-of-living dilemma. He said:—

“It is true that an unfortunate situation developed after we lifted controls, and as a result they have had to be restored, although at higher levels, on butter and meats. Obviously there are in this country a number of individuals who will take advantage of any situation to profit unduly at the expense of fellow citizens. All they are interested in is making money. The Government intends to deal with them as they should be dealt with.

“I submit to you that such persons are doing our country a great deal of harm. To us who believe in the system of free enterprise which has made this country great, the unfortunate fact is that there is evidence of irresponsibility on the part of those who should know better. . . . It looks to me as if we should embark on an educational campaign on the benefits of free enterprise. We will not make a success of such a campaign unless we deal severely

with the greedy ones no matter who they are. It is this class which, more than anything else, threatens the future of this system in Canada and in other parts of the world.”

Mr. Mitchell praised the patriotic conduct of Canadian industrialists during the war years. He emphasized the fact that although “the country was spending billions of dollars on war supplies there was not an instance of scandalous profit making.” Not only that, but many industrialists who found that they could produce munitions cheaper than originally agreed upon voluntarily “made substantial repayments to the Crown,” he said.

“That is a very fine record,” he continued. “We do not want it besmirched now by profiteers to whom the living standards of the people apparently mean nothing as long as they can make quick profits which ultimately will prove to be illusory gains.”

Reintroduction of industrial relations legislation

The first step towards the reintroduction in the House of Commons of industrial relations legislation was taken by the Minister of Labour on February 2, when he brought before the House a resolution preliminary to the presentation of such a measure.

An industrial relations bill was introduced in the House last June (L.G., July, 1947, p. 923, Aug., p. 1102) but was allowed to stand over until the next session of Parliament.

A standing committee on industrial relations was named by the House on February 2, consisting of 35 members.

On the same day the Minister of Labour also presented a resolution relating to the introduction of a measure to amend the Vocational Training Co-ordination Act.

Picket duty as factor in determining unemployment insurance benefit

An important decision in regard to the entitlement to unemployment insurance benefit of a striker on picket duty was announced recently as a result of an appeal to the *Umpire*, the Hon. Mr. Justice Cannon.

This decision arose from the claim for unemployment insurance benefit made by an insured employee of Ottawa Car and Aircraft, Limited, who lost his employment in February, 1947, “by reason of a stoppage of work due to a labour dispute.”

Work was resumed at the plant on June 12, 1947, but the local of the union to which the claimant belonged (UAW) maintained that the labour dispute had not terminated and the claimant did not return to work. On June 30, 1947, he made renewal claim for unemployment insurance benefit which was allowed.

On August 18, the claimant admitted that he was on the picket line on August 11, 12, 13 and 15, and also that he had received \$15 from the union as a striker's allowance. Whereupon the Insurance Officer acting under Section 27 (1) (a) of the Act, deducted four days from the insurance benefit the claimant was receiving. In the Insurance Officer's opinion, the claimant was not "unemployed" on the days he served on the picket line, having received remuneration from the union.

From this decision the union (UAW) to which the claimant belonged, appealed on his behalf to the Court of Referees. The union officials asserted that "not one of the strikers of the Ottawa Car and Aircraft Company is receiving any pay for attendance on the picket line . . . any moneys as received by the strikers through the union is sustenance and is from a fund which is made up of voluntary contributions from all sources."

The Court of Referees reversed the ruling of the Insurance Officer, but expressed the opinion "that the decision of the Court in matters of this kind would be greatly facilitated if it were definitely decided whether or not picketing should be regarded as an occupation within the meaning of the Act, and whether strike benefits should be regarded as remuneration within the meaning of the Act (Section 29 (1) (b) i and ii)."

From this decision the Insurance Officer appealed to the Umpire, who sustained the decision of the Court of Referees.

A summary of the case appears in this issue of the *LABOUR GAZETTE* under "Decisions of the Umpire," p. 198.

Prosecution of alleged combine of dental supply companies

Criminal proceedings by the Dominion Government against eighteen manufacturers and wholesalers of dental supplies were formally launched on January 16, 1948, when an Ontario Supreme Court grand jury at Toronto returned a true bill of indictment. The indictment alleges that the accused unlawfully conspired with other named persons and companies to unduly prevent or lessen competition in the trade in dental supplies, thus committing an offence under Section 498 of the Criminal

Code. The indictment charges that the conspiracy was in operation and effect throughout Canada during the years 1939 to 1947 inclusive.

The accused companies have their head offices in Toronto, Vancouver, Montreal, Winnipeg, Calgary, Halifax and Fort Erie North, Ontario. Most of them have branch offices or agents throughout Canada. Among the twenty persons and twenty-one companies named in the indictment as co-conspirators with the accused are certain officers of the Canadian Dental Trade Association, which was the medium through which the alleged conspiracy operated. Other co-conspirators named include officers of the accused companies and United States companies which manufacture or distribute dental supplies.

The prosecution is being undertaken at the instance of the Attorney General of Canada and follows an investigation completed in July, 1947, under the Combines Investigation Act. A summary of the report of the Commissioner of the Combines Investigation Act appeared in the September, 1947, issue of the *LABOUR GAZETTE* (pp. 1264-5). The trial was expected to take place during the month of February, 1948. Counsel for the prosecution are D. L. McCarthy, K.C., Peter Wright and Donald A. Keith, all of Toronto.

Administration of Combines Investigation Act in 1947

The Annual Report of Proceedings under the Combines Investigation Act for the fiscal year ended March 31, 1947, was tabled in the House of Commons by the Minister of Justice on January 26, 1948. The report contains a summary of the recent amendments of the Combines Investigation Act (R.S.C. 1946, chap. 44; L.G., Sept., 1946, p. 1192) and of the work of the Combines Investigation Commission during the fiscal year.

Reference is also made to Canada's support of plans for creation of an International Trade Organization and to work done in the preparation of its Charter. The report, *Canada and International Cartels* (L.G., Nov., 1945, p. 1614), had suggested that one of the functions of such an organization should be to deal with restrictive practices of cartels. The drafting of a Charter for submission to the United Nations Conference on Trade and Employment was undertaken at meetings held in London in October and November, 1946, and at Geneva during the spring and summer of 1947. Discussions of the draft Charter in the full conference which opened in Havana, Cuba,

in November, 1947, were not completed at the end of January. At each of these conferences the Commissioner of the Combines Investigation Act has been a member of the Canadian delegation.

The report noted a substantial increase of investigations under the Act. Following removal of price control of some commodities and the consequent renewed importance of the automatic controls necessary as public safeguards in a competitive economy, instances were investigated of common action to increase prices immediately after decontrol. Such cases, together with other cases of alleged undue restraint of trade arising from trade combinations or monopolistic practices of longer standing, engaged the Commissioner's attention during the year.

Specific fields of inquiry referred to in the report included optical goods, dental supplies, radio sets and tubes, small arms ammunition, and certain classes of building materials and household supplies. Since the end of the fiscal year the dental supplies investigation has resulted in a formal report under the Act (L.G., Sept., 1947, p. 1264) and in a pending prosecution. Some cases were disposed of after preliminary inquiry, while in others discussions of tentative proposals led to the abandonment of features of trade programs which appeared likely to lead to illegal trade practices. Other cases were still under investigation at the end of the fiscal year.

Guaranteed work week at Toronto Transportation Commission

Division No. 113, is a provision for a guaranteed week for certain classes of employee. The agreement is summarized elsewhere in this issue in the article *Recent Collective Agreements*.

Report of Commissioner on shipping disputes

representing licensed and unlicensed personnel is of particular interest, apart from the Commissioner's recommendations, in its account of the emergence of a Canadian merchant marine in the post-war period, and the underlying economic factors. The Report is published in full elsewhere in this issue (p. 176).

An interesting feature of a recent collective agreement between the Toronto Transportation Commission and the Amalgamated Association of Street Electric Railway and Motor Coach Employees of America,

The Report of the Hon. Mr. Justice D. A. McNiven, Industrial Disputes Inquiry Commissioner, in disputes between Canadian deepsea dry cargo shipping companies and unions repre-

Annual Report of Dominion Department of Labour

The Annual Report of the Department of Labour for the fiscal year ending March 31, 1947, was issued early in January. Its opening section provides a concise summary of Departmental activities during the year. This is followed by more detailed descriptions of the administrative work of the several branches of the Department. These include: Industrial Relations; Wartime Labour Relations Board; Fair Wages Policy; Industrial Production Co-operation Board; The Unemployment Insurance Commission and the National Employment Service; Canadian Vocational Training; Government Annuities; Research and Statistics; Special Services, such as the LABOUR GAZETTE, Information Office and Labour Legislation; Re-establishment of Ex-Service Personnel; National Registration; National Selective Service Operations; Re-establishment of Japanese in Canada; National War Labour Board; and the International Labour Organization.

The report as a whole provides a general survey for present and future reference of important aspects of the emergence from a wartime to a peacetime economy in Canada.

Proposed housing legislation in Quebec

Four Government Bills have been introduced in the Quebec Legislature as part of a solution to the current housing problem. One of these would set up a Commission to survey the housing situation in the Province, make whatever recommendations seem desirable and suggest means for their execution. In the other bills, credit unions and municipalities will be given financial assistance in any schemes they undertake to provide low-cost housing or land for any such plans, and private companies will be authorized to grant housing loans to their employees.

Minister of Labour favours continuance of Construction Board

Supporting a plea for the continuance of the National Joint Conference Board of the Construction Industry, Hon. Humphrey Mitchell, Minister of Labour, in a recent address, cited "the valuable contributions (it had) made to our national welfare" during the war. Not only that, but since the cessation of hostilities, it had been "a real help to Canada along the road to reconversion to a peacetime economy and full employment."

The Board was established in February, 1941 (L.G., 1941, pp. 117-124). Its membership is made up of nine members of the Labour Relations Committee of the Canadian Construction Industry and nine officials of the various building trade unions, with Mr. A. J. Hills as chairman.

The Minister referred appreciatively to the fact that the members of the Board have given their services without remuneration and asserted that "they have brought their downright common sense to bear not only to the thorny problems of labour relations, but to such other practical matters as the standardization of apprenticeship courses . . . the scheduling of public works, the production of construction materials and, of course, rising building costs."

The Minister pointed out that "there is much more to be done, particularly in the way of coping with the increasing costs of production." He hoped that the Board "will be carried forward into the years of reconstruction ahead of us, and that it will continue to bring its sound common sense to bear on the problems confronting us."

103rd Session of ILO Governing Body During the course of its 103rd Session, held at Geneva, Switzerland, from December 12 to 15, 1947, the Governing Body of the International Labour Office dealt with a heavy agenda relating to the work of the ILO. The session was preceded by the usual meetings of the Governing Body's standing committees.

The Canadian Government was represented by Dr. Paul Emile Renaud, Canadian Chargé d'Affaires a.i. to Switzerland, who substituted for Dr. Arthur MacNamara, Deputy Minister of Labour and regular Government representative on the Governing Body. Dr. Renaud was accompanied by Mr. Paul Goulet, Special Assistant to the Deputy Minister of Labour.

The term of office of Sir Guildhaume Myrddin-Evans (United Kingdom) having expired, the Governing Body elected a new chairman in the person of Dr. Luis Alvarado (Peru), Minister Plenipotentiary, Peruvian Embassy, Ottawa. On nomination of the Employers' and Workers' groups, Mr. J. D. Zellerbach (U.S.A.) and Mr. Léon Jouhaux (France) were re-elected vice-chairmen.

It was decided to set up a committee to advise the Governing Body on questions connected with industrial committees. This committee will sift the documentation, and assist in drawing up terms of reference and programs of meetings.

It was agreed that the Chemical Industries Committee should hold its first session in France in April or May, 1948; and that for their second sessions the Textiles Committee should meet in Cairo during the last three months of the year, the Building Committee in the United States in the second half of the year, and the Petroleum Committee in Geneva in September.

The question of the application of conventions by countries which have made ratifications was considered by the Governing Body, which decided to devote closer attention to this subject by extending the duration of the yearly session of the Committee of Experts from 6 to 9 days, and by holding an annual review of this Committee's conclusions and those of the Conference Committee.

Two Canadians, Lt.-Col. Arthur Gaboury and Mr. R. B. Morley, were re-appointed to the Correspondence Committee on Accident Prevention, for a further period of three years as from February, 1948.

The Governing Body also gave consideration to questions arising out of various ILO meetings in recent months and to reports of various committees. It was decided to hold the 104th Session in Geneva from March 15 to 20, 1948.

Second session of Inter-American Conference on Social Security The second session of the Inter-American Conference on Social Security took place in Rio de Janeiro from November 10 to 22, 1947, with delegations from the following 17 countries in attendance: Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Cuba, Dominican Republic, Ecuador, Guatemala, Mexico, Panama, Paraguay, Peru, United States, Uruguay, and Venezuela.

Canada was represented by Mr. E. Benjamin Rogers, Charge d'Affaires, a.i., Canadian Embassy, Rio de Janeiro, and Mr. S. H. McLaren, Executive Director, Unemployment Insurance Commission, Ottawa.

The delegates adopted 10 resolutions, including one on an employment injury insurance plan which laid down principles for its organization, execution and scope. Another resolution proposed that the American countries should establish national employment services which, in addition to placing workers in jobs, would compile information on employment, unemployment and occupational and geographical mobility of manpower, study and co-ordinate the general problems of national employment, and co-operate with social insurance institutions.

It was further agreed that social security ought to be extended to agricultural workers, and that they should be represented at future sessions of the Conference.

The Conference and the International Labour Organization work closely together.

International standards and Canadian legislation on youth

Parts II and III of a publication comparing Canadian legislation with the standards established by the International Labour Conventions concerning young persons have been issued by the Department of Labour. Part I, also in mimeographed form, was issued in July, 1947. It dealt with the minimum age for employment; Parts II and III are concerned with night work of young persons and medical examination for employment.

There are two Conventions restricting the night work of young persons; one in 1919 applying to industrial undertakings and the other in 1946 applying to non-industrial employment. Two 1946 Conventions would require the medical examination of young workers to determine their fitness for employment in industrial and in non-industrial occupations. On each of these subjects the legislation in Canada is shown. In no case does the legislation comply in all particulars with the relevant Convention.

Copies of these publications may be obtained from the Legislation Branch of the Department of Labour.

Medical services in United States and Canada

Early in January, the Federal Security Agency of the U.S. Public Health Service, issued a lengthy report on "Blue Cross and Medical Service Plans" in the United States. It is a volume of 323 pages and furnishes an extensive analysis of voluntary group, pre-payment hospital and medical projects that have been organized in the United States during the past forty years.

It is pointed out that at the beginning of 1947, some "39,700,000 people—more than one out of every four persons—in the United States, were enrolled in organizations providing hospital service on a pre-payment basis, or had insurance protection against the cost of this service." From the standpoint of the number of participants, "the leading types of existing pre-payment, or insurance plans are the Blue Cross hospital plans." Initiated in 1932, the Blue Cross plan was adopted rapidly in all parts of the country. On January 1, 1947, "there were 24,250,000 persons enrolled in the 81 plans in the United States." All the plans

are on a non-profit basis and operate "through contracts with member hospitals", which sponsor or endorse them and provide services that comply with the standards of the American Hospital Association.

Pioneer organization in providing voluntary pre-payment medical and hospitalization in Canada, the Associated Medical Services, Incorporated, initiated its services in Ontario early in 1937 (L.G., 1937, pp. 263 and 597). Primarily designed to furnish individual family groups with medical, surgical, obstetrical and hospital care, its service was broadened in January, 1946, to cover other groups as well (L.G., Jan., 1946, p. 121).

In Canada, the first Blue Cross organization was set up in Manitoba in 1939. The following year they were established in Quebec and a year later in Ontario. At present they operate in every province but Saskatchewan, which has its own compulsory hospital service. Each provincial organization is a separate entity, but works in co-operation with those in the other provinces, and also with those in the United States. Although inaugurated only seven years ago, the Ontario Blue Cross plan "now ranks ninth in size of some 87 plans in the United States and Canada, one out of every four Ontario citizens being now protected by the plan". The Department of National Health and Welfare at Ottawa, reported recently, that "there are some 8,000 groups enrolled throughout the province, representing over 900,000 participants."

Trade union membership in United Kingdom

The total membership (including members of overseas branches) of trade unions in the United Kingdom at the end of 1946 was about 8,714,000, showing an increase of 901,000, or 11.5 per cent, as compared with the end of the previous year.

The number of males at the end of 1946 was 7,139,000, showing an increase of 925,000, or 14.9 per cent, as compared with the previous year, and the number of females was 1,575,000, a decrease of 24,000, or 1.5 per cent.

Seventeen unions, each of which had a membership of 100,000 or more, accounted for two-thirds of the total membership of trade unions at the end of 1946; 31 other unions, each having 25,000 or more members, represented another one-sixth of the aggregate membership. In contrast, there were 460 unions with less than 1,000 members each, and together these represented only a little over 1 per cent, of the total membership of all unions.

The group of unions with the largest membership was that of road, dock, etc., transport and general labour, which had about 2,130,000 members, including over 290,000 females, while the "metals, machines, conveyances, etc." group accounted for over 1,580,000, and coal mining for over 720,000; these three groups together represented one-half of the aggregate membership of all unions.

The total membership at the end of 1946 is the highest ever recorded, and compares with 8,348,000 at the end of 1920—the year in which trade union membership previously reached its highest point.

National Assistance Bill in British Parliament

On October 31 last, the British Minister of Health introduced the National Assistance Bill in the House of Commons. The Bill provides new arrangements for assistance to those in need which are to be administered by a National Assistance Board. The system will replace outdoor relief, unemployment assistance, and financial assistance for the blind and for needy persons undergoing treatment for pulmonary tuberculosis. There will be no "household means test". Local authorities will be required to provide homes for old or infirm persons and they will have power to provide welfare services for the blind, deaf, dumb and crippled.

This Bill, the Minister announced, completes the Government's program for expansion of the social services, as described in the White Paper on Social Insurance issued in 1944 (L.G., 1944, p. 1313), which followed from the earlier Report by Sir William Beveridge on Social Insurance and Allied Services (L.G., 1943, p. 46).

The legislative program has comprised: the Family Allowances Act, 1945 (L.G., 1945, p. 812); the National Insurance Act, 1946 (L.G., 1946, p. 287) covering payments for unemployment insurance, sickness and maternity benefits, widows' allowances, allowances for guardians, retirement pensions and death grants; the National Insurance (Industrial Injuries) Act, 1946 (L.G., 1946, p. 712) establishing a new system of workmen's compensation; and the National Health Services Act (L.G., 1946, p. 437).

British workmen to have right to compensation and damages

The Law Reform (Personal Injuries) Bill recently introduced in the British Parliament will bring about important changes in the law concerning the liability of employers for injuries suffered by workmen in their employment.

The Bill is based, in large part, on the recommendations of the Committee on Alternative Remedies which was set up in 1944 to consider, among other matters, whether an injured workman who, apart from statutory restriction, would be entitled to bring an action for damages, should be permitted to do so and permitted, also, to receive full compensation under the (Industrial Injuries) Act, 1947, which comes into force this year. The committee recommended and the Bill provides that the workman shall retain his present right to sue his employer and to receive benefits under the Act. It requires, however, that in assessing damages, the Court must take into account one-half the insurance benefits which the workman would probably receive during the first five years after the injury.

Two other changes in the law will be (1) the abolition of the defence of common employment or fellow servant and (2) the provision that in a civil action against an employer under the Factories Act, 1937, or under other Acts, it will be a defence for the employer to show that he took "reasonable care", as it is a defence at common law. "Reasonable care" has been interpreted to include such precautions as employing a sufficient number of competent workers, putting proper rules into effect where they might reduce the possibility of accidents, providing a reasonably safe place to work and furnishing safe tools and machinery.

Advisory Council on workmen's compensation in U.K.

A Council of some 16 members has been set up in the United Kingdom under the National Insurance (Industrial Injuries) Act, 1946, to advise the Minister concerning the regulations to be made and other matters referred to them by the Minister. The chairman of the Council is Sir Wilfrid Garrett, late Chief Inspector of Factories, and employers, trade unions and women are represented on it.

"Anti-inflation" bill signed by President Truman

A so-called "anti-inflation bill" was signed by President Truman on December 30 after its passage by Congress on December 19. The President gave his approval to the measure "reluctantly" viewing it as a "pitifully inadequate . . . weapon against the high cost of living." The new law fails to provide the powers to institute rationing and wage and price ceilings which the President had sought (L.G., Dec., 1947, p. 1757).

The new law calls for voluntary action aimed at sharing of scarce commodities. Among other things, it authorizes voluntary agreements among representatives of business, industry and agriculture to channel scarce materials into essential uses; extends for one year to February 28, 1949, export and transportation controls; and gives the President authority to institute programs for conserving food in this country and increasing food production in non-European foreign countries. The agreements under the bill will run only until March 1, 1949, must be approved by the President and may not provide for any fixing of prices. Thus, agreements to bring about lower prices are barred.

President Truman's economic report to Congress

In his second annual economic report to Congress under the provisions of the Employment Act of 1946, President Truman declared that "the first objective for 1948 must be to halt the inflationary trend."

He said that employment during 1947 made a new record, passing the mark of 60 million civilian jobs in June and, even with seasonal dips, averaging about 58 million for the whole year. This was almost 3 million more than in 1946 and about 10.5 million more than in 1940.

Production and productivity per man-hour both increased. Consumer income after taxes reached a new high, running at the annual rate of \$1,264 per capita in the last quarter of 1947, compared with a rate of \$1,074 in the first quarter of 1946. However the cost of living continued to rise, and "at the end of the year there was a continuing prospect of a fruitless and dangerous spiraling of prices and wages.

"Corporate profits before taxes rose to 28 billion dollars, contrasted with 21 billion in 1946, and profits after taxes rose to 17 billion dollars, compared with 12.5 billion in 1946.

"The record of prices, wages and profits during 1947 shows how they fed upon one another in a developing process of inflation. In spite of the heartening production record of the year, this inflationary trend was profoundly disturbing. It not only produced great inequities among our people, but also created the danger of a serious setback."

The President asked Congress to carry out the ten-point program he had called for last November, only three points of which had been enacted in the anti-inflation law passed by Congress in

December. The other seven points cover restraints on business, consumer credit and commodity speculation; allocation of scarce commodities; authority for rationing and price control; and extension and strengthening of rent control.

"We have learned from experience that the capacity to produce does not alone assure continuous maximum employment. The distribution of purchasing power determines whether there will be enough funds available to provide adequate investment for maximum production and enough buying power to absorb the output.

"Industrial price-wage-profit policies, arrived at without compulsion in a free, competitive economy, play an important part in preserving or destroying balance in our economy. In those areas where business men and workers make conscious decisions about prices, wages and profits we must seek through education and understanding to adjust these decisions ever more closely to the broad needs of the whole economy.

"At the same time, the adaptability of the economy to changing circumstances requires the maintenance of active competition which, through amendment and improved enforcement of the anti-trust laws, must be preserved where it exists and revived where it has languished. Collusive monopolistic practices must be eradicated and the trend toward concentration of economic power reversed.

"For balanced expansion, our economy requires a larger flow of income to consumers.

"More consumer income must be accompanied by better income distribution. In 1946 the lowest-income fifth of our families had an average annual income before taxes of only \$885. The second fifth had an average annual income of only about \$2,000. The top fifth had an average annual income of almost \$9,000."

Increased activity of U.S. Labour Relations Board

December was a record month for the United States National Labour Relations Board in regard to the number of cases received and the number of elections conducted. The increase was the result of the Board's new responsibilities under the Taft-Hartley Labour-Management Relations Act, 1947 (L.G., July, 1947, p. 943).

Of the 2,064 cases filed in December, 88 per cent or 1,825, involved petitions for various types of elections, 178 alleged unfair labour practices by employers, and 61 alleged unfair labour practices by unions.

Of the petitions for elections, 1,345 were for union-shop authorization elections. Petitions for collective bargaining elections numbered 425, while there were 54 petitions to decertify unions and 1 for de-authorization of a union shop.

Of the 796 elections conducted during December, 521 were union-shop authorization polls.

In these elections 90 per cent of those eligible to vote cast their ballots. Of the 72,878 valid votes, 93 per cent or 67,752, were cast in favour of authorization of a union-shop provision. In each case the ballot offered employees the choice of voting "yes" or "no" on the following question: "Do you wish to authorize the union named below to enter into an agreement with your employer which requires membership in such union as a condition of continued employment?"

The union shop received the support of the majority of employees in 518 of the 521 elections.

Collective bargaining elections during the month numbered 267. Of the 28,358 valid votes, 62 per cent, or 17,489 were cast in favour of union representation. AFL unions participated in 170 elections of which they won 94; CIO unions participated in 61 elections and won 40; while independent unions won 41 out of 56 elections.

Eight elections, each of them based upon the consent of all parties, were conducted upon petitions by employees asserting that a particular labour organization no longer represented a majority of the employees.

Of the 987 valid votes cast in these elections 35 per cent or 344, were cast against unions. Of these 8 decertification elections, 5 resulted in decertification of the union; in two cases the union was continued by a majority vote of the employees. One election was indeterminate.

Collective bargaining election among lawyers ordered by U.S. board

The United States National Labour Relations Board on January 28 ordered its first collective bargaining election among lawyers. The case concerned lawyers employed at the New York office of an insurance company, whom the Board

decided to poll to determine whether they wish to be represented by the Independent Insurance and Banking Employees Union.

The Board stated that it had in the past certified labour organizations as the bargaining representative of professional employees; and that this practice had been "inferentially endorsed" by the Taft-

Hartley Act which contemplated the establishment of separate units of professional employees.

The lawyers concerned were hired in the same manner as other employees and were paid on a salary basis, ranging from \$1,500 to \$3,000 a year. The Board found that they were not supervisory, managerial or confidential employees, that they did not formulate, determine or effectuate management policies generally, and that they were not concerned with the employer's labour relations policies either directly or indirectly.

The fact that they were "officers of the court" was not sufficient basis for denying them the benefits of the Act, since their wages, hours and conditions of employment were determined by their employer rather than by the courts.

Minimum age for logging and sawmilling in U.S.A.

Hazardous Occupations Order No. 4 which fixes a minimum age of 18 years for employment under the U.S. Fair Labour Standards Act, 1938, in logging and sawmilling (L.G., 1947,

p. 1737) has been revised by the Secretary of Labour to bring within its scope, from February 2, occupations in the logging of pulpwood, chemical wood, excelsior wood, cordwood, fence posts and similar woods.

Occupations excepted, in which 16 and 17-year-olds may be employed, are limited to: Work in offices or in repair or maintenance shops; work in the construction, operation or repair of living quarters of logging camps; work in timber-cruising, surveying, or logging-engineering parties; some work in repairing or maintaining of roads, railroads or flumes; work in forest protection; peeling of fence posts, pulpwood, chemical wood, excelsior wood, cordwood, or similar products under certain conditions; work in the feeding and care of animals; straightening and tallying lumber on the dry chain; pulling lumber from the dry chain; clean-up in the lumber-yard; handling or shipping of cooperage stock in yards or storage sheds; and clerical work in yards or shipping sheds.

Unusual arbitration clause in U.S. collective agreement

In an exceptional contract signed last summer and described in *Business Week* of January 31, the Ex-Cell-O Corporation, of Detroit, and the United Automobile Workers (CIO) agreed that

when a dispute went to arbitration the losing side would have to pay the entire arbitration cost.

The first decision under the clause was recently issued. It favoured the company and thus required the arbitration cost to be met by the union. Both sides are said to be generally satisfied with the plan but believe it too new to be fairly judged. The main purpose of the arrangement, to minimize the number of cases taken to arbitration, seems so far to have been achieved, since last week's case was the first in five months that failed to be settled short of arbitration.

Equality of treatment for Negro firemen asked by U.S. railway union

The Brotherhood of Locomotive Firemen and Enginemen in the United States recently asked operators of southeastern railroads to accord "complete equality of treatment" to Negro firemen, according to the New York *Times*. This action constituted a change of policy on the part of the union, which in 1941 signed an agreement with the operators classifying Negro firemen as non-promotable. It followed a decision of the U.S. Supreme Court, which last December upheld a lower court ruling that the Brotherhood must not discriminate against Negro firemen.

Proposed changes in Swedish labour laws

As a result of the recommendations of a Committee of experts appointed in 1938 by the Swedish Department of Social Affairs to review its labour legislation important changes are now under way. The ILO *Industrial Safety Survey* in its issues for January - March and July-September, 1947, summarizes the reports of the committee.

Thirteen draft legislative texts were submitted by the Committee, one of which is on industrial safety and hygiene. Recommendations were made, too, concerning the organization of the Labour Inspectorate.

The principal proposal made regarding labour inspection is that for its centralization in a new authority, the Labour-Council. The present Inspectorate comprises the general State inspectorate, municipal inspectors and the special State inspection services for mines, electrical works, railways, logging and explosives. There are also shipping inspectors and radiological inspection services. Supervision over all these services has been divided in the past among several authorities, among them, the State Institute, the Board of Trade and the State Public Health Institute.

The Committee recommends that all the administration of labour protection

measures should be entrusted to a Labour Council which should be as autonomous as possible and devoted exclusively to labour protection. The Council should have special sections for quarries, logging, transport, explosives, industrial hygiene, medicine, chemistry, safety education and training, and administration. Each district should be under a chief inspector, assisted by general medical and welfare inspectors. The frequency of inspections should be increased so as to permit one visit a year to every undertaking with high risks or one employing at least 10 persons, and one in two years to other plants. This proposal will necessitate a considerable addition to the inspection force.

Appended to the draft Bill on industrial safety and hygiene are detailed instructions explaining how to enforce the provisions. The instructions will have the same binding force as the Act. The present Act is to be broadened to cover all industries, public and private, except home-work and shipping. In agriculture the existing Act only applies to machinery, steam boilers, etc., but the Committee recommends much wider safety provisions.

Plans for new premises and substantial alterations in existing premises in plants with high accident and health risks must be submitted to the Inspectorate for examination and the plans must be approved before the premises can be used.

The Committee suggests that there should be a safety delegate for every workplace regularly employing five or more workers and a safety committee for every one regularly employing 100 or more.

Manufacturers and vendors of machinery, appliances, etc., will be required to provide instructions concerning their use and maintenance. Manufacturers of dangerous substances must provide, at the time of delivery, safety regulations concerning handling and storage, prescribed identification marks and, in certain cases, information on the chemical composition of the substance in question. The Committee proposes to make the installer of machines responsible for their safe condition, and every user responsible for seeing that the guards are in place.

Government aid to industry in Chile

In an effort to stabilize its economy, establish a high level of employment and raise its standard of living, the Government of Chile established the Development Corporation early in 1939. The history of this body has been outlined by the International Labour Office in a book issued last year.

The economy of Chile has been based to a considerable degree on the export of copper and nitrates. Both in volume and in value, these exports have shown violent fluctuations from year to year. This menaces the standard of living, and malnutrition is a problem in some sections of the population.

When the corporation was established, it was to be financed through several tax sources reserved for it, particularly the special copper tax, and from a part of the foreign debt fund. In addition, foreign and domestic loans were floated, including funds from the United States Export-Import Bank. It is administered according to the principles laid down in the original Act as well as the detailed regulations drafted by itself and approved by the Government. It is controlled by a Council of 25 members representing the Government and various private and public organizations. The President of the Corporation is the Minister of Economy and Commerce, a department established in 1942.

Its functions, as set out in the Act, include drawing up a general plan to promote production in order to raise living standards; carrying out studies and experiments to discover the most adequate means of creating new production or to improve existing technique and assisting the domestic manufacture or importations of machinery and other materials needed for production.

The Corporation gives financial assistance to private industry, and, in some cases, establishes public enterprises. In this way it has encouraged small business and is now undertaking larger operations which could not be developed with private capital alone. When the latter are well established, the Corporation sells out, and, with the funds obtained, finances new ventures.

The importance of research work in any development scheme has been accepted by the Government of Chile, and the Corporation has arranged for certain large American firms to send in qualified research workers and skilled technicians.

Over a period of six years an integrated program has been worked out. Steps have

been taken to develop fuel and mechanical energy, the indispensable basis of all other projects, by utilizing the coal resources and developing possible oil reserves. Certain industries are being developed to replace imports, to support related industries, and to save foreign exchange. In this regard, a large steel industry is being planned which is expected to begin operations at the end of this year. Local industries, agriculture, fisheries and mining, are being actively encouraged.

**Canada
Year Book,
1947**

Early in January, the *Canada Year Book, 1947* was issued by the Dominion Bureau of Statistics, under the authority of the Hon.

James A. MacKinnon, then Minister of Trade and Commerce. It is a volume of 1,240 pages, including a complete index and is illustrated by over 50 maps and statistical diagrams.

The *Year Book* is the official compendium of information on physiography, demography, national health, welfare, education, labour, resources, production, trade, transportation, finance, national income and other subjects. It summarizes for the business man, the student and the general reader the chief reports and publications of the Federal and Provincial governments on these subjects: the data are correlated in such a way as to bring out their interrelations and significance. It has been published annually since Confederation in 1867.

Topics given special treatment in this edition include the United Nations Education, Scientific and Cultural Organization (UNESCO); Canada's part in the Food and Agriculture Organization (FAO) and Canadian citizenship legislation.

Cloth bound copies can be obtained from the King's Printer, Ottawa, at \$2 per copy. A limited number of paper-bound copies have been set aside for ministers of religion, bona fide students and school teachers, who may obtain such copies at the nominal price of \$1 per copy. Applications for paper-bound copies must be forwarded with remittance to the Dominion Statistician, Dominion Bureau of Statistics, Ottawa.

THE EFFECT OF IMMIGRATION IN RELIEVING LABOUR SHORTAGES DURING 1947

By the end of 1946, Canadian industry had not only successfully absorbed the 1,000,000 persons released from the Armed Services and the 1,150,000 workers from war industry, but was also in a position to absorb large numbers of additional workers. This expansion was warranted by the tremendous demand for goods, both in the domestic and foreign market.

Among the means adopted to relieve the shortage of manpower was that of an organized program of selective immigration. The purpose of the following article is to analyze the effects of this immigration on the labour market during 1947.

First examination of the relatively small numbers of workers migrating to Canada during 1947 might appear to indicate that their effect on the general scarcity of labour had not been extensive, as yet. The Canadian labour force averaged slightly over 4,800,000 persons during 1947 while immigration during the year accounted for approximately 27,000 men and 25,000 women. A large proportion of the female immigrants were housewives, and thus would not be available for employment. It is evident, therefore, that the labour force is not likely to have been increased by even one per cent through this means during 1947, despite the greatly accelerated rate of immigration during the last six months of the year.

A closer analysis, however, reveals that immigration has appreciably affected the labour scene in some industries. In agriculture, for example, the demand for workers has subsided considerably as a direct result of immigration. Farmers, who in the immediate post-war period were willing to accept any available help, now are requesting experienced and competent workers only. In logging, also, the immigration of displaced persons has contributed to the improved labour situation in the 1947-48 season; it is reported that for the first time in seven years sufficient workers have been available to meet labour requirements. The greater than usual number of off-seasonal workers in the labour market this winter is also responsible to some extent for the easier labour situation. Under the more competitive labour market conditions of the summer months, a sizable demand for workers will develop in both industries, but most of these opportunities will be of only short-time duration.

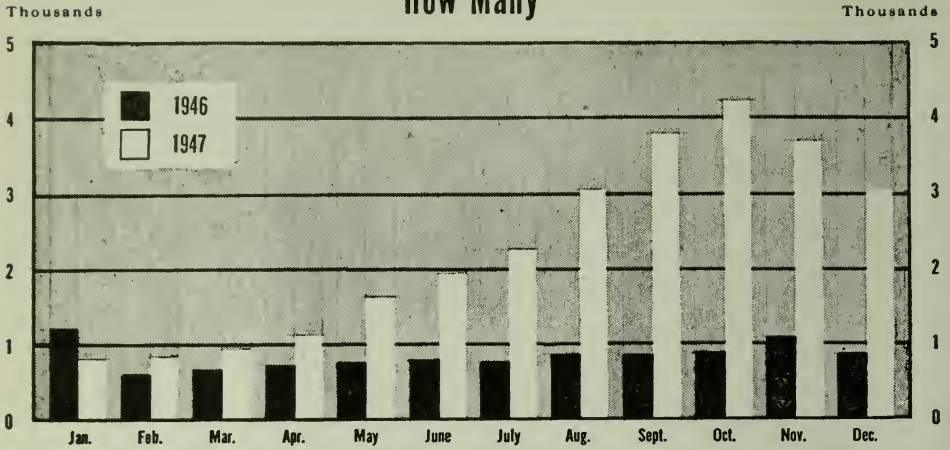
The geographical distribution of immigrant workers is also a significant factor

in so far as their effect on the labour market is concerned. If immigrants settle in centres where few employment opportunities exist, they will necessarily tend to adversely affect the general labour situation. At present, the attractive climatic conditions of British Columbia are drawing a disproportionate number of workers into that province. Fourteen per cent of recorded immigration during 1947 was to British Columbia, while, at the latest date, only 5 per cent of job vacancies recorded at National Employment Service offices were registered in that province. Extensive immigration to British Columbia may result in an aggravation of the seasonal unemployment problem in the major urban centres of that province, unless immigrants are willing to accept jobs in rural districts.

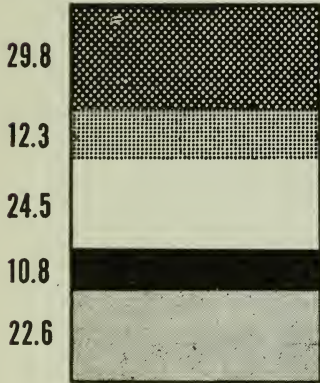
The nature of the industries to which immigrant workers are directed is, of course, an important factor in determining their ultimate effect on labour shortages. The increased employment of workers in the basic industries, for instance, where labour needs have been great, will stimulate expansion throughout all dependent industries. Absorption in secondary and tertiary industries, on the other hand, merely fills a vacancy. The present trend is towards "feeding" the primary or basic industries of Canada. As a result, the long-run effect of much of the immigration during 1947 may well be the creation of a greater number of jobs in the country. Entrance of entrepreneurs wishing to set up their own business would also provide a similar stimulating effect on employment. An indication of the possibilities may be gleaned from the "refugee" industries which have come into Canada during the war years. In 1944, there were 56 such industries engaged in manufacturing, which employed over 6,000 persons, the majority of whom were of Canadian birth.

IMMIGRATION OF ADULT MALES TO CANADA

How Many



Percent

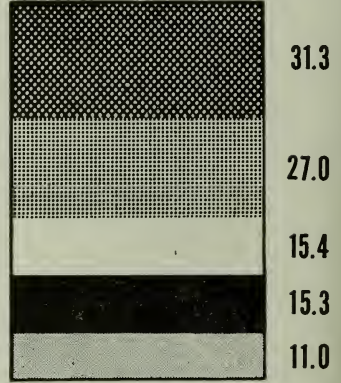


1946

Who They Were

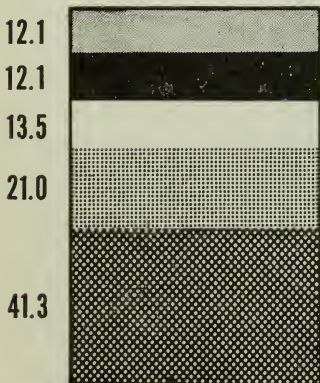
- ← Skilled →
- ← Labourers and Semi-Skilled →
- ← Trading Class →
- ← Farming Class →
- ← Others →

Percent



1947

Percent

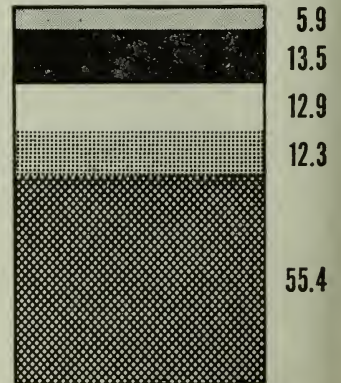


1946

Where They Went

- ← Maritimes →
- ← British Columbia →
- ← Quebec →
- ← Prairies →
- ← Ontario →

Percent



1947

The Post-War Labour Market

The complexities of reconversion prevented a true evaluation of the labour market during the major part of 1946. The structure of the labour force was undergoing continuous and extensive changes due to demobilization and the withdrawal and redistribution of war workers. The demand for workers was unpredictable—difficulties of reconversion continually held employment in check, and the flow of essential materials was uncertain.

By the end of 1946, however, employment conditions had become more stable. The major shifts within the labour force were complete, and general expansion in employment was no longer deterred by immediate reconversion difficulties. It had become apparent that Canada could not only absorb its present supply of manpower but could also provide jobs for a considerable number of additional workers. A tremendous demand for goods, both in the foreign and domestic market, induced rapid expansion in production, but scarcities of labour in many industries kept activity below capacity.

The prospect of drawing into employment workers not presently in the labour force was slight. In fact, many workers had already withdrawn from the labour market since the war's end, and this movement, especially as regards women, was

expected to continue as housing became more plentiful. It seemed evident that, if the growing need for workers was to be met, local manpower resources would have to be supplemented from sources outside the country. Immigration was therefore advocated by many employers and other groups as the obvious means of increasing the labour force.

Encouragement of Immigration

Steps were taken early in 1947 to ease restrictions against persons entering the country (L.G., May, 1947, p. 644). A liberal interpretation was applied to existing immigration laws in contrast to the very restrictive application during the 'thirties. In addition, classes of admissible persons were broadened to include workers for primary industries, a wider range of relatives, and a quota of Displaced Persons from Europe.

Persons who now can enter Canada may be classified under four broad headings:—

1. British subjects and United States citizens who can support themselves until employment is secured.
2. European relatives, fiancées and fiancés of persons residing in Canada.
3. Persons entering to engage in assured employment in primary industry, or agriculturists having sufficient means to farm.
4. A quota of Displaced Persons.

IMMIGRATION TO CANADA DURING 1946 AND 1947

(Source: Dept. of Mines and Resources, Immigration Branch)

Month	Adult Males	Adult Females	Children (under 18)	Total
January, 1946.....	1,210	1,051	533	2,794
February ".....	611	1,062	608	2,281
March ".....	687	5,073	1,903	7,663
April ".....	739	4,195	1,405	6,339
May ".....	770	4,650	2,271	7,691
June ".....	799	4,143	2,204	7,146
July ".....	747	5,385	2,995	9,127
August ".....	821	5,377	3,203	9,401
September ".....	801	3,727	2,022	6,550
October ".....	869	2,400	1,491	4,760
November ".....	1,043	1,831	1,151	4,025
December ".....	837	1,924	1,181	3,942
January, 1947.....	809	1,443	508	2,760
February ".....	831	1,257	489	2,577
March ".....	947	1,212	513	2,672
April ".....	1,112	1,295	509	2,916
May ".....	1,626	2,073	889	4,588
June ".....	1,989	2,456	1,455	5,900
July ".....	2,291	1,876	942	5,109
August ".....	3,014	2,220	1,052	6,286
September ".....	3,739	2,151	1,339	7,229
October ".....	4,264	3,200	1,477	8,941
November ".....	3,635	2,734	1,241	7,610
December ".....	3,024	2,870	1,645	7,539

Well over 50 per cent of all immigrants entering Canada in 1947 were admitted from within the first category. Some of these entered under the transportation arrangements of the Ontario Government; reports on hand suggest that approximately 7,000 were expected to have arrived by the end of January, 1948, and 10,000 by the end of March. The National Employment Service, however, undertook the task of finding jobs for most of these people, and reports from employment offices indicate that placements were speedily effected in practically all cases. This indicates the desirability of very close co-operation between the provinces and the Dominion Government through the National Employment Service where immigration is concerned. Very close co-operation has existed between the National Employment Service and the Province of Ontario and as a result there has been no delay in making placements.

Movement within the second group would tend to apply to individuals rather than any block migration. In general, immigration under this heading did not greatly affect the labour market.

Under the third heading, two groups of Dutch and Belgian workers have already been brought over for employment on Canadian farms. The first group arrived early in June, followed by a second in September. It would appear, from the sources of information available, that approximately 1,750 persons were involved in these movements.

The program for bringing in Displaced Persons has been undertaken by the Dominion Government. At the end of 1947, approval had been given for the importation of 20,000 DP's, 7,345 of whom had already arrived. Immigration of this nature is primarily designed to meet the specific need for workers in individual industries and practically all persons brought in as workers are covered by approved orders from employers. (The procedures under which DP's are admitted was described in the October, 1947 *LABOUR GAZETTE*, p. 1407).

The volume of immigration during 1947 was largely determined by the availability of transportation. An average of 5,000 persons arrived each month during 1947, the numbers entering increasing sharply in the last half of the year. Immigration for the year 1947, as reported by the Immigration Branch of the Department of Mines and Resources totalled 64,127 (27,281 men, 24,787 women and 12,059 children). Although total immigration in 1947 showed little numerical differences from that during 1946, the number of immigrants who would

be expected to enter employment advanced appreciably. During 1947, the number of adult males entering, which serves as an indicator of immigrants who would be seeking work, was more than twice as large as those reported in 1946. The chart accompanying presents the disposition of male immigrants during the comparable 1946 and 1947 periods.

The outlook for immigration during 1948 appears to be promising. It is expected that difficulties in providing transportation will have been greatly overcome; while in Canada, it is hoped that housing scarcities will have been eased by the estimated 73,000 to 77,000 housing units constructed during 1947. At the same time, much of the ground work in the administration of immigration, both in Canada and in Europe, has now been accomplished. The Canadian economy, on the other hand, has not yet indicated significant signs of a reduced capacity to absorb additional workers. In view of these factors, the estimate for immigration during 1948 has been placed at 100,000 (including women and children) according to reports from the Honourable J. A. Glen, Minister of Mines and Resources.

Effect on Industry

The most significant analysis of immigration in relation to employment conditions must be undertaken on an industrial basis. The following, therefore, presents a brief synopsis of labour shortages and the extent of immigration within the main industrial groups.

Agriculture.—The extreme seasonality of the work tends to obscure the manpower situation in agriculture. During peak activity, over 300,000 additional workers are required who could not be employed by the industry on a year-round basis. For example, agricultural employment at the seasonal high during 1947 stood at 1,300,000 while during the slack period it fell to 930,000. Thus, any estimate of the demand for workers which included seasonal needs would present a greatly inflated figure.

The severe shortage of labour facing the farmers of the country at the close of the war has been considerably eased. Relief came about partially because of immigration—agriculture undoubtedly has been the greatest benefactor from immigration of all industries to date. However, the easing of year-round labour needs has also been caused by the trend towards greater seasonality in employment. With higher farm prices, many farmers no longer find it financially necessary to keep up extensive

winter activity, and, depending more on organized movements of seasonal workers, are not forced to "carry" workers through the slack winter season. There also appears to be a long-term trend, due to mechanization, towards a smaller work force.

The first wave of immigration was directed towards strengthening the agricultural work force. Approximately 4,500 Polish veterans have been brought to Canada for farm work under Government sponsorship, 2,900 arriving in the Fall of 1946 and 1,600 in the Spring of 1947. The agricultural work force was also reinforced by immigration under private sponsorship; the Dutch farmers, which were mentioned above, come within this class. Fifteen per cent of recorded immigration among adult males during 1947, or 4,200 men, entered agriculture. This figure does not include the Polish veterans, these men having entered Canada under a special permit issued by the Minister of Mines and Resources.

At the present time, the demand for permanent help is slack, due in part to the smaller than usual volume of winter activity being carried on. Labour shortages in agriculture have been caused in part by the sharply competitive nature of the labour market. Reflecting this, agricultural demand is becoming more and more concentrated in Ontario where other competition for such labour is most severe. Higher pay and shorter hours are constantly drawing workers from the farms into the urban centres. Replacements in the lower wage brackets will be a problem as long as higher wage jobs are available in nearby areas.

There is, however, a considerable demand for certain classes of immigrants as indicated by the continued request for Dutch farmers. It has been announced that 10,000 Dutch immigrants will be brought into Canada for farm work during 1948. However, since they are migrating in family groups, a considerable proportion of the immigrants will not be entering the labour market. Also, many expect to enter "own-account" farming, a field where much opportunity for expansion continues to exist.

Logging.—It appears that an ample supply of labour has been available for peak seasonal activity in logging during the 1947-48 season. It was estimated that logging employment, including farmers working on their own in the woods, would reach the 200,000 mark during the peak of seasonal activity. This, in part, may be attributed to the immigration of 3,438 woods workers from Displaced Persons camps, which also provided a stabilizing

effect on the labour supply. Immigrants were admitted under a ten-month contract thus preventing labour turnover, usually a formidable problem in woods employment.

It is not at all certain, however, that sufficient workers will be available on a year-round basis. The majority of additional persons turning to woods employment this season were farmers who, because of the poor crop yields, took advantage of woods employment to increase their incomes. This supply of labour not only fluctuates with the changing levels of farm income but is also only available for the winter season. Logging operators, on the other hand, have endeavoured to extend the season of employment, and, in the case of the immigrants, are offering steady employment for ten months of the year. If this trend toward longer-term employment continues, there may develop a demand of considerable proportions for steady immigrant labour.

Mining.—The employment situation in mining has been one of continually growing shortages, although the winter slack has temporarily eased the situation. Producing mines during 1947 were constantly handicapped by manpower scarcities and mines in the process of opening obtained the necessary crews only with much difficulty.

The manpower scarcity in mining dates back to the early years of the war at which time firms in this industry were constantly losing men to the armed services or to war industry. Even with the steady improvement in the post-war period, the mining industry has only recently regained the employment level of 1939; average employment in mining during 1947 stood at slightly under 70,000.

This absence of over-all expansion reflects the apparent lack of interest of Canadian workers in mining employment, which has developed despite the fact that wages in mining exceed those paid in eight of the nine leading industries in Canada. Maintaining even the present level of employment during the coming years may present a problem since the mining industry, having a large proportion of older workers, will be faced with a heavy replacement rate.

Immigration during 1947 provided only 260 workers for the mines, but applications have been approved for the migration of 2,197 additional workers. These workers will be directed into the metal mining industry. It is estimated that the coal mining industry could presently absorb approximately 400 miners. The need in this industry is for skilled men and there are none of these presently located in Displaced Persons Camps.

Construction.—The acute demand for construction tradesmen in Canada has grown steadily greater in the post-war period. Expansion was evidenced in all types of construction—residential, industrial and governmental. During 1947, a work force of 284,000 was obtained, the highest peacetime level on record, but despite this, the need for additional workers persisted throughout the season.

One of the most acute labour shortages is in the trowel trades. Virtually no training of these craftsmen was undertaken during the 'thirties and early war years. As a result, the supply of tradesmen available for reconstruction not only was relatively small but a large proportion of workers were in the older age group. It has been estimated that 500 bricklayers and 100 plasterers could be absorbed immediately by the construction industry.

A world-wide need for builders has tended to check the organized immigration of tradesmen. Immigration, however, gave promise of easing shortages in the unskilled labour market; 270 railway maintenance workers and 90 outside construction workers had arrived by the end of 1947. These will be supplemented by approximately 4,500 additional immigrants—2,300 for track maintenance, 2,000 for outside construction and a group of skilled tradesmen.

Two factors—material shortages and rising building costs—have currently slowed down the expansion of demand for construction workers. These influences have tended to keep a fair balance between the supply and demand for workers during the past season. If the supply of materials is increased appreciably and prices are held in check, labour demand may more seriously outweigh the available supply within the next few years.

Manufacturing.—By 1947, employment in manufacturing industries, which totalled 1,296,000 (including public utilities), was almost double the level in 1939. This phenomenal growth was induced by war requirements, and following the armistice, by the demand for goods in Canada and in devastated Europe. The present level of production in manufacturing now exceeds normal domestic consumption on a peacetime basis and to support employment at its present level there will be a need for continued foreign markets. As Europe is rehabilitated, however, the demand for goods may be expected to lessen and finally develop into an exportable surplus.

The employment situation in the manufacturing industries is, however, marked by the fact that there are certain classes of

jobs which are difficult to fill. Under this classification falls employment in textiles, foundries, and meat packing plants where the chief need is for heavy labourers and women for factory work.

Organized immigration schedules for general manufacturing have been small. At the end of 1947, the textile industry had been the sole beneficiary, with the first 38 workers of the 2,316 approved for the industry having already arrived. Approval had also been granted for the importation of about 700 additional persons for work in steel foundries, meat packing and brick industries.

Personal Service.—The expansion of employment in personal service fields (domestic service, hairdressing, cleaning and pressing, hotels, laundries, restaurants, and hospitals) has been severely hampered by labour shortages since the early years of the war.

The largest source of employment in the personal service is the private home where female domestic servants find work. Employment in domestic service, however, has sustained a serious decline both during the war and immediate post-war years. The definite disinclination on the part of Canadian women to accept service work was made strikingly clear during the war years when other employment became available. Thousands of women left service work to take jobs in factories and offices. It appears furthermore, that the reluctance to take domestic employment will prevail so long as good employment conditions exist in other fields.

A similar situation exists in other service occupations, although some relief has been experienced in the post-war period. Waitresses, kitchen help, as well as all kinds of skilled and unskilled help for hospitals, restaurants and laundries, are required in considerable numbers throughout the country.

It has been estimated that the personal services could absorb over the next year or two from 10,000 to 12,000 women in permanent employment at the current level of wages. The selective immigration of workers for such employment may be expected to relieve the situation, although the extent to which it proves successful will depend upon the willingness of the workers to remain in this line of endeavour.

At the end of 1947, approval had been granted for the importation of 3,000 women for service in private homes and institutions. Slightly over 700 of these had arrived by the end of the year, 150 of whom had been placed in private homes, the remainder having been placed in hospitals and similar institutions.

In the professional field, there is a general shortage of physicians, dentists and nurses. In view of the present heavy enrolments in Canadian universities, differences in professional standards between countries, and at the same time, the great need for such persons in Europe, it is not likely that many persons in these classes will be brought to Canada.

In conclusion, it may be said that the foregoing outlines the state of the labour market and the role played by immigration to date. Even in industries which

have been relieved by immigration, however, it is not at all certain that the persons involved will remain in the employment to which they have been directed. Workers brought in under group movements have agreed to remain for one year in the employment for which they were selected and thus the ultimate effect will not be visible for some time. The permanent effect of immigration on the labour market will only be seen when these immigrants become free to move within the labour market as they wish.

NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA, 1946, BY INDUSTRY*

Approximately one out of every three employed persons in Canada in 1946 was employed under the terms of a collective agreement, according to the first compilation of its kind made recently by the Research and Statistics Branch, Department of Labour.

There were 1,059,076 workers employed under the terms of collective agreements in Canada, in the year 1946. Classified by industrial groups, the compilation shown in the accompanying table has been made from information supplied by employers in the annual survey of Wage Rates and Hours of Labour in Canada 1946, and supplemented by information from unions. This is the first time such a compilation has been made.

The number of workers under agreement does not correspond to the union membership. In cases of closed and union shop agreements, all those affected are union members, but under all other agreements non-union members are affected by the terms of the agreement as well as union members. Also, employees may be members of unions in some cases where no collective agreements have been made. Actual union membership in Canada in 1946 was approximately 831,000 (L.G., Sept., 1947, p. 1259).

The total number of wage earners and salaried workers employed at November 9, 1946, was 3,278,000, as estimated by the

Dominion Bureau of Statistics (based on a one per cent sample of the population and therefore subject to sampling error). The percentage of employed workers affected by agreements in all industries in 1946, therefore, was 32.3. By main industrial groups, the percentages were: Agriculture—nil; Forestry, Fishing, Trapping—32.6; Mining—77.5; Manufacturing, and Electricity, Gas and Water Production—42.5; Transportation and Communication—72.1; Trade, Finance and Insurance—3.3; Service—6.9.

* A file of collective agreements has been maintained in the Department of Labour for many years and summaries of representative agreements have been published each month in the LABOUR GAZETTE. The Research and Statistics Branch makes analytical studies of current agreements on file, by industry and by topic. The first five of these, covering the Pulp and Paper Industry, the Manufacture of Iron and Steel and their Products, the Manufacture of Non-Ferrous Metal Products, Non-Metallic Mineral Products and Chemical Products, the Coal Mining Industry, and the Fishing Industry have been published in previous issues and have also been printed as separate bulletins. The sixth in the series, given herewith, will also be reprinted in bulletin form. Copies of these bulletins are available, on request.

NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA, 1946, BY INDUSTRY

Industry Group	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total (a)	Industry Group	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total (a)
	No. of Workers	No. of Workers	No. of Workers		No. of Workers	No. of Workers	No. of Workers
TOTAL	844,103	239,777	1,059,076	Manufacturing—			
Agriculture	Nil		Nil	Continued			
Forestry, Fishing, Trapping	38,471		38,471	Textile Products (con.)			
Fishing.....	7,671		7,671	Suits, coats, garments (including tailoring).....	19,350	23,908	32,158
Forestry and logging..	30,800		30,800	Woolen cloth, yarn..	6,709		6,709
Hunting and trapping..	Nil		Nil	Other textile products.....	1,246		1,246
Mining (including milling), Quarrying, Oil Wells	48,787	36	48,823	Wood and Paper Products (including Printing).....	84,075	13,244	96,009
Asbestos mining.....	3,984		3,984	Boats and canoes....	Nil		Nil
Coal mining.....	23,254		23,254	Boxes, baskets, barrels.....	1,167		1,167
Metal mining.....	19,358		19,358	Carriages, wagons, sleighs.....	Nil		Nil
Other mining.....	231	36	267	Furniture, upholst- ering and repair..	3,724	3,968	6,968
Oil and gas wells.....	842		842	Paper products.....	5,812	3,063	8,575
Quarrying, sand pits..	1,118	(b)	1,118	Photography.....	Nil		Nil
Manufacturing	436,554	78,920	494,719	Printing, publish- ing, engraving.....	12,376	5,763	17,553
Vegetable foods.....	21,344	3,507	24,851	Pulp and paper.....	37,697		37,697
Biscuits, confection- ery, cocoa.....	1,233		1,233	Saw and planing mill products.....	21,123	450	21,573
Break and bakery products.....	6,173	3,507	9,680	Other wood pro- ducts.....	2,176		2,176
Flour and feed.....	2,506		2,506	Iron and Its Pro- ducts.....	123,387	15,821	135,618
Fruit and vegetable products.....	6,790		6,790	Aircraft.....	6,903		6,903
Sugar products.....	1,811		1,811	Automobiles and cycles.....	25,734		25,734
Other vegetable foods.....	2,831		2,831	Automobile repair (including gar- ages).....	912	8,842 (c)	9,754 (c)
Other Vegetable Pro- ducts.....	31,940		31,940	Blacksmithing.....	Nil		Nil
Aerated and mineral waters.....	46		46	Boilers, engines, machinery, n.e.s..	16,758		16,758
Liquors, wines, beer	9,082		9,082	Farm machinery and implem- ents.....	10,694		10,694
Rubber products.....	16,638		16,638	Firearms and guns..	Nil		Nil
Tobacco, cigars, cigarettes.....	6,174		6,174	Foundry products..	14,826		14,826
Animal Foods.....	22,575		22,575	Hardware and tools.	2,116		2,116
Butter, cheese, con- densed milk.....	798		798	Munitions, n.s.....	Nil		Nil
Fish products.....	4,762		4,762	Primary iron pro- ducts.....	16,091		16,091
Meat products.....	17,015		17,015	Railway rolling stock and repair..	3,292	2,615	4,722
Leather and Fur Pro- ducts.....	11,015	16,897	25,669	Sheet metal pro- ducts and repair..	7,095	4,132	8,994
Boots and shoes.....	3,767	11,619	14,175	Shells and bombs..	Nil		Nil
Fur products.....	2,618	2,691	4,312	Shipbuilding and repair.....	11,771		11,771
Gloves.....	338	1,969	2,307	Tanks and universal carriers.....	Nil		Nil
Harness and repair..	41		41	Wire and wire pro- ducts.....	3,202		3,202
Shoe repair.....	Nil		Nil	Other iron products.	3,993	232	4,053
Tanning.....	3,108	618	3,691	Non-Ferrous Metal Products.....	49,958	381	50,339
Other leather pro- ducts.....	1,143		1,143	Brass and copper products.....	4,889		4,889
Textile Products.....	60,775	26,869	75,344	Electrical products and repair.....	25,046		25,046
Awnings, bags, tents, sails.....	129	327	456	Jewellery, watch- making and repair	820	381	1,201
Carpets, mats, rugs.	535		535	Non-ferrous metal smelting, refining.	8,890		8,890
Cordage, rope, twine.....	982		982	Other non-ferrous metal products....	10,313		10,313
Cotton cloth, yarn, thread.....	17,400		17,400				
Hats and caps.....	4,682	1,400	4,882				
Hosiery and knitted products.....	5,514		5,514				
Men's and women's furnishings, n.e.s..	884	1,234	2,118				
Silk and artificial silk.....	3,344		3,344				

NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA, 1946, BY INDUSTRY—Concluded

Industry Group	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total (a)	Industry Group	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total (a)
	No. of Workers	No. of Workers	No. of Workers		No. of Workers	No. of Workers	No. of Workers
Manufacturing—				Transportation and Communication...	231,266	4,162	232,248
Concluded				Air transportation....	2,590		2,590
Non-Metallic Mineral Products.....	17,581	575	18,156	Cartage and trucking.....	2,563		2,563
Asbestos products....	708		708	Electric railways and local bus lines.....	20,149		20,149
Brick and tile.....	1,606		1,606	Radio broadcasting... ..	70		70
Glass products.....	3,353		3,353	Steam railways (including express)....	139,298		139,298
Lime, plaster, cement.....	1,889		1,889	Storage.....	1,837		1,837
Monumental and building stone....	40	575(b)	615	Taxicab and inter-urban bus lines....	3,475		3,475
Petroleum products.....	7,111		7,111	Telegraph systems....	4,178		4,178
Pottery and china..	701		701	Telephone systems....	20,348		20,348
Other non-metallic mineral products..	2,173		2,173	Water transportation (including stevedoring).....	36,758	4,162	37,740
Chemical Products... ..	11,011	1,626	11,325	Other transportation and communication	Nil		Nil
Drugs and medicine.....	1,148		1,148	Trade.....	8,247	10,220(c)	18,467 (c)
Explosives and ammunition.....	862		862	Finance and Insurance.....	Nil	(e)	(e)
Paints and varnishes	2,053	1,626	2,367	Service.....	38,024	11,397	48,552
Soaps and toilet preparations.....	923		923	Professional Establishments.....	1,842	4,333	6,175
Other chemical products.....	6,025		6,025	Public.....	24,881	2,055	26,067
Miscellaneous Products.....	2,893		2,893	Recreational.....	280		280
Electricity, Gas and Water Production and Supply.....	15,754		15,754	Business.....	Nil		Nil
Electric light and power.....	13,837		13,837	Personal.....	11,021	5,009	16,030
Gas.....	1,917		1,917	Barber and hair-dressing.....	248	4,618	4,866
Water.....	(f)	(f)	(f)	Domestic service... ..	Nil		Nil
Construction.....	27,000(d)	135,042	162,042(d)	Laundering, dyeing, cleaning, pressing... ..	900		900
				Hotels, restaurants, cafes, taverns....	9,707	158	9,865
				Undertaking.....		233	233
				Other personal service.....	166		166

(a) These totals are not the sum of the numbers in the other two columns. Duplications are eliminated.

(b) The agreement affecting 575 workers included under "Manufacturing" also covers granite quarrying. Information not available as to the number in each industry.

(c) Agreements affecting 8,842 workers in garages and service stations included under "Manufacturing", also covers "Trade" in so far as service stations are concerned. Information not available as to the number in each industry.

(d) Estimated. See text.

(e) One agreement for several towns included under "Trade" also includes employees of financial institutions.

(f) Water supply covered under "Service—Public".

The table includes not only agreements between employers and national and international unions but also those in which the workers were represented by independent local unions, associations of employees or plant councils, whose membership was confined to the employees of one company and which were not affiliated with any central labour organization. The total of such unaffiliated unions, associations and plant councils was approximately 78,600 or 7.4 per cent of the total number of workers affected by agreements.

The table shows in the second column the number of workers affected by agreements extended under the Collective Agreement Act of the Province of Quebec. Under this Act, the terms of agreements made between a number of employers and a union or unions may, under certain conditions, be extended by provincial Order in Council to apply to all employers and workers in the industry in the zone affected, or even to the whole province. A number of the agreements made in the province of Quebec have been so extended,

notably in the construction industry, the boot and shoe, fur, clothing, printing, garages and service station industries. The figures as to the number affected are those issued by the provincial government. In some cases more complete union agreements, dealing with union security and other clauses not covered by the Act, exist in the same industry and are therefore included in both the first two columns of the table. However, any duplication is eliminated in the third or "total" column.

The number of workers affected by agreements was obtained in almost all cases from reports from employers. An exception is the construction industry in which no survey of employers was made in 1946. In this industry, outside of Quebec, an estimate was made from the membership of those local trade unions whose agreements are on file. Other excep-

tions are union agreements signed by a number of employers with very small numbers of workers, from which employers no reports were received. In these cases the union's estimate was used.

In addition to the agreements made between one employer and one union for one establishment, there are: agreements between one employer and one union for a number of establishments in different localities, e.g., meatpacking companies; separate agreements between one employer and a number of unions, e.g., certain pulp and paper companies; agreements between an association or a number of employers and one union, e.g., in the clothing manufacturing industry. The number of agreements, therefore, does not correspond to the number of establishments affected by agreements. There were approximately 2,730 collective agreements in effect in the year 1946.

SUMMER EMPLOYMENT FOR UNIVERSITY STUDENTS

Discharged members of the Armed Forces to the number of 32,300 are now enrolled at Canadian universities, thus bringing the total registration of students to an all-time high. As a result, the number of undergraduates seeking summer employment in 1948 will reach about 40,000. To find seasonal employment for so many students is a specialized task of considerable magnitude. Profiting by the experience gained in 1947 the Executive and Professional Offices of the National Employment Service are again conducting careful surveys to assist in the placement of university students.

One of the most important phases of the work of the Executive and Professional Division of the National Employment Service is that on behalf of university students. Many of these students are veterans who of necessity must have employment during the summer when their allowances from the Department of Veterans Affairs are discontinued. Also, all university graduates are seeking permanent and suitable employment.

From the point of view of the Executive and Professional Division the work on behalf of these students is considered important for two particular reasons: A good percentage of future suitable applicants to the E. and P. Offices will come from the ranks of university graduates. Furthermore in a few years' time many of these graduates can be expected to be in positions where they themselves will be making decisions on hirings.

It is, therefore, considered desirable to make university students aware of the type

of service which is available to both applicants and employers at the E. and P. Offices, and convince them by actual demonstration of its efficiency.

Each year the Division carries on an extensive campaign among employers to locate suitable openings for university students, summer jobs for undergraduates, and permanent employment for graduates. These campaigns are meeting with increased success. At the conclusion of the 1946 campaign a report from one of the largest universities in Canada, and which was representative of all such reports, was, "Every student who really wants to work either has been placed or can be placed".

Letter to Employers

Similar procedure was followed in 1947. The list of employers who were approached in 1946 was carefully revised during the summer of 1947 and by November 15 this list had a total of 12,540 names. During the first week of December a letter was

sent to each of these firms signed by the Deputy Minister of Labour. This letter explained the employment problem of university students and asked for co-operation in solving this problem. It pointed out the vital importance, especially to veteran students, of earning money during the summer and obtaining permanent employment on graduation. It also pointed out that summer employment, by its training, adds greatly to the future value to employers of those who in many cases would become their permanent employees on graduation.

This letter admitted that it might seem rather early to be approaching them on this subject but pointed out that the previous year many employers who wished students for their staffs were disappointed because their requests were received too late. Therefore, they were asked to fill in an enclosed form listing all their known openings and to indicate on the form when they might be again approached by an E. and P. Officer for their further requirements. The response to this letter has been most encouraging. By January 15 more replies had been received than the total for the previous year.

The replies are directed to the E. and P. Office in the employer's own area. Here they are checked, a record made, and any information that is lacking is requested from the employer. They are then forwarded to Head Office where they are all consolidated and lists are printed for distribution to all E. and P. Offices, all universities and all Local Offices in university centres. Separate lists are made for permanent openings for graduates, and summer openings for undergraduates. They are also subdivided as to location by provinces. As replies are received, further lists are compiled and sent out about every two weeks, a process which will continue until practically the close of the academic year.

In addition to the campaign made by the E. and P. Offices each Local Office has been approaching the employers in its area who did not receive the letter, and thus literally thousands of additional openings are being lined up.

Arrangements on the Campus

Arrangements with the universities are begun early in the college year. The regional supervisors of the Division visit

all universities in the fall where they address the student bodies explaining the service available to them. They also arrange with the university authorities just how the placement work shall be carried out on each campus. Of necessity such arrangements vary greatly. Some universities have regularly organized and staffed employment bureaus, while others have none at all. The policy is as far as possible to provide each university with the assistance it requests. The great difference in their needs is well illustrated by these requests, which vary from one university asking the National Employment Service to station a man on its campus for the full academic year, to some who request such assistance only for the last six weeks of the year.

No matter whether it is done by university employment officials or by National Employment Service officials on the campus, an effort is made to have all students who desire employment registered by the end of January. By that time, the list of available openings has begun to build up and from then on until the end of the academic year a continual process of matching students against openings and referring them to employers is going on.

When definite placements are not possible by this method, and when students specifically desire work in their own home area, their registration is forwarded to the Local Office in that area. There every possible effort is made to arrange for the placement of the student in one of the openings which may have been previously located by that Office, so that the student may be referred immediately on his return home.

Arranging Interviews

Many employers and their representatives visit universities during the academic year in order to make personal selections of promising students to join their staffs. Nothing is done to discourage such visits. On the contrary, every assistance is given by National Employment Service officials by such means as helping to arrange interviews, and permitting use of the National Employment Service office. For example, when visits were made by representatives of the Civil Service Commission between November 24 and December 15, 1947, all

arrangements with the universities were made by the E. and P. Division. The Civil Service representatives were, in each case, accompanied by the regional supervisor of the E. and P. Division who aided in arranging meetings and interviewing students.

It is not anticipated that there will be any great difficulty in placing science and engineering students this year. The openings for those pursuing an Arts course,

however, are not as great in number. Therefore, although as far as possible students are placed in openings in line with what they anticipate their life work will be, of necessity some will have to take positions which are just a means of earning money to assist them in their courses. It is felt that, with the increasing co-operation from employers, the results of this year's campaign will be even more satisfactory than that of last year.

FORMATION OF PRODUCTION COMMITTEES SPONSORED BY LABOUR-MANAGEMENT CO-OPERATION SERVICE

A steady increase in the number of labour-management production committees is reported by the Labour-Management Co-operation Service. An Advisory Committee has been named to assist in directing the work of the Service, consisting of representatives of leading employer and employee organizations.

The Labour-Management Co-operation Service furthers the formation in industry of committees, representing labour and management, for the purpose of increasing and improving production.

During the quarter ending December 31, 1947, field representatives of the Labour-Management Co-operation Service continued their efforts to promote labour-management production committees with the result that 18 new committees were established during the period. An Advisory Committee to assist the Minister of Labour in directing the work of the Service was named by Order in Council P.C. 5064 and new information material on the committees was issued during the quarter under review.

The Labour-Management Co-operation Service, which is part of the Industrial Relations Branch of the Department of Labour, maintains field officers in Fredericton, Three Rivers, Montreal, Toronto, Hamilton, St. Catharines, Kitchener, London, Windsor, Winnipeg, and Vancouver. Executive offices are located in Ottawa where the publicity and research functions of the Service are performed.

Official sponsorship of labour-management production committees began in

Canada with the wartime need for all-out production. In the early years of the war the Department of Munitions and Supply and National Selective Service endorsed the idea of joint committees of employers and employees to deal with production problems and endeavoured to encourage their establishment in war plants.

These efforts were put on a more formal basis with the naming in February, 1943, of an Interdepartmental Committee on Labour-Management Committees, representing the Department of Labour and the Department of Munitions and Supply. In January of 1944, Order in Council P.C. 162 assigned the duties of the Interdepartmental Committee to the Industrial Production Co-operation Board, representing the Departments of Labour, and Munitions and Supply, and outlined the principles which were to characterize labour-management production committees. On May 15, 1947, the work of promoting and servicing the committees was taken over by the Industrial Relations Branch which also assumed control of the Board's staff and offices.

The committees established during the war did invaluable work in stimulating

production and have been found equally useful in aiding the solution of peacetime production problems.

Leading employer and employee organizations have continued their wartime support of the committees. There is a growing appreciation among both that co-operation to increase production provides the means for both groups to make gains without loss to either.

On December 31, the Service had a record of 542 labour-management production committees in Canadian plants. This compares with a total of 250 at the end of 1944 when the Industrial Production Co-operation Board first maintained a listing of committees, and of 346 at the end of the war. Of these, 256 were in Ontario and 108 in Quebec. In the remaining provinces there were: Prince Edward Island, 2; Nova Scotia, 39; New Brunswick, 21; Manitoba, 43; Saskatchewan, 19; Alberta, 10; and British Columbia, 44. For a breakdown by industries and trade unions see accompanying tables.

Advisory Committee Appointed

The newly appointed Advisory Committee is composed of representatives of leading employer and employee organizations and will be under the chairmanship of J. G. Bisson, Chairman of the Unemployment Insurance Commission. Members of the Committee are: A. E. Hemming, Trades and Labour Congress of Canada; Pat Conroy, Canadian Congress of Labour; A. Gosselin, Canadian and Catholic Confederation of Labour; H. Smith, Railway Employees' Department, Division No. 4, American Federation of Labour; C. Willis George, Canadian Manufacturers' Association; R. G. Johnson, Canadian Construction Association; D. B. Chant, Ontario Pulp and Paper Makers' Safety Association; J. A. Brass, Railway Association of Canada.

The Order in Council naming the Advisory Committee reaffirmed the principles which should govern the organization and operation of labour-management production committees. These include:—

- (1) Equal representation for labour and management;
- (2) Democratic selection of the labour representatives;
- (3) Committees to be advisory and consultative only, with an adequate explanation to be provided when committee proposals cannot be adopted; and

- (4) Problems of wages, working conditions and grievances to be left to the appropriate bargaining procedure and not dealt with by the committees.

The information services of the Labour-Management Co-operation Service have recently been extended by improving the bulletin *Teamwork in Industry* and issuing it in printed form as a monthly publication. The paper is distributed to all labour-management production committees listed with the Service. A pamphlet dealing with control of absenteeism has recently been issued by the Service. These and other publications are available on request to the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour, Ottawa.

Table 1—Labour-Management Production Committees by Industry

September 30, 1947

	No. of Committees	No. of Workers
Mining	44	21,587
Manufacturing	318	154,251
Construction	2	8,106
Transportation	116	57,691
Communications	40	10,471
Trade—		
Retail & Wholesale	1	1,357
Service	12	6,581
Total	533	260,044

Table 2—Labour-Management Production Committees by Union Affiliation

September 30, 1947

	No. of Committees	No. of Employees
Trades and Labour Congress of Canada	225	126,148
Canadian Congress of Labour.....	200	90,851
Canadian and Catholic Con- federation of Labour	39	12,712
Others	69	30,333
Total	533	260,044

HOUSING ACTIVITY IN CANADA, 1947

Production and employment in the building industry reached a higher level in 1947 than in 1946. Construction costs rose 19.7 per cent during the first nine months of the year, and wage rates 8.6 per cent.

A higher level of house-building activity during the first nine months of 1947 than during the corresponding period in 1946 is indicated in the October issue of *Housing in Canada*, a factual summary issued quarterly by the Economic Research Division, Central Mortgage and Housing Corporation.

In 1946 it is estimated that 67,000 housing units were completed. Of 271 municipalities which had so far made returns for the first nine months of both 1946 and 1947, 23,019 housing units were reported complete during the 1947 period, as compared with 18,474 during the corresponding period of 1946. It is anticipated that final figures for 1947 will indicate the completion of 73,000 to 77,000 units.

The production of building materials used in house-construction showed "impressive gains" during the first nine months of 1947 as compared with the corresponding period of 1946. Data on twenty-eight selected items indicate that production during the 1947 period exceeded the corresponding 1946 levels of output in every case.

Activity in the building industry pushed employment to record levels during the first three-quarters of 1947. The monthly index of employment in the building industry, based on reports from employers with fifteen or more employees, averaged 308.6 during the first nine months of the year, 31 per cent above the level for the corresponding period of 1946, and 13 per cent above the record annual average attained in 1943 (base 1935-39=100).

At the end of September, the demand for construction workers, as measured by unfilled vacancies reported by employers to local offices of the Unemployment Insurance Commission, was more than triple the supply of applicants seeking employment in construction occupations. In respect to skilled and semi-skilled workers there were 2,415 unplaced applicants and 5,383 vacancies. Unskilled applicants numbered only 2,289 as against 9,853 vacancies.

Two sources, training and immigration, contribute to the supply of skilled construction workers. According to the report, "the training of skilled building mechanics is proceeding at approximately

the 1946 rate, although there has been a marked change in the composition of the trainees. Apprentices, who constituted 52 per cent of the total of 7,143 men in vocational and apprenticeship training at September 30, 1946, made up over 89 per cent of the 6,815 trainees at September 30, 1947. . . . Vocational training has been on the decline since the first quarter of 1946 because the number of veteran candidates interested in the training has declined considerably, while the flow of men completing their training has been accelerated by shortened training requirements.

"The immigration into Canada of skilled building workers, comprising bricklayers, carpenters, painters, plasterers, plumbers, and electricians, numbered 400 in 1945, rose to 609 in 1946, and increased further to 1,155 during the first nine months of 1947. The inflow of these tradesmen will assist in overcoming Canada's present shortage of skilled building workers." (See elsewhere in this issue, p. 152.)

Dealing with building costs, the report states: "The combined costs of labour and materials used in house-construction rose an estimated 6.9 per cent from July to mid-October, 1947. This estimate is based on an increase of 12 per cent in the composite index of building material wholesale prices between mid-July and mid-October, and an estimated rise of 1.8 per cent in hourly wage rates paid to building labour during the months of July, August, and September. Since the beginning of 1947 the combined cost of labour and materials has gone up 19.7 per cent, with wholesale prices of building materials rising 30.8 per cent from mid-December, 1946, to mid-October, 1947, and hourly wage rates paid to building labour increasing an estimated 8.6 per cent during the first nine months of the year.

"These cost increases will be reflected in the price of new houses to the extent that labour efficiency and contractors' profits remain unchanged. By October, 1947, building costs were estimated to be between 76 and 91 per cent higher than in 1939.

"Wholesale prices of building materials for the first ten months of 1947 averaged 20 per cent higher than in the twelve-

month period of 1946, representing the most rapid price increase since 1917 when the annual index of building material prices was 26 per cent above the 12-month average for the previous year. A jump in prices of over 8 per cent was registered in the single month between September 15 and October 15, occasioned by the removal of price controls from building materials.

"Average hourly wage rates paid to eight main construction trades in 15 Canadian

cities and their environs rose 8.6 per cent from \$1.05 at the end of 1946 to \$1.14 at September 30, 1947. The greatest gains took place early in the summer as builders entered the season of heaviest activity. Wage gains over the period were distributed by trade as follows: plasterers 10.6 per cent, bricklayers 10 per cent, sheet metal workers 9 per cent, carpenters 8.8 per cent, unskilled construction workers 8.8 per cent, plumbers 6.6 per cent, painters 6 per cent, electricians 5.9 per cent."

ACTIVITIES OF PROVINCIAL LABOUR ORGANIZATIONS

Information is printed below concerning the annual conventions or legislative proposals of the following provincial labour organizations affiliated with the Trades and Labour Congress of Canada or the Canadian Congress of Labour: Alberta Federation of Labour (TLC); Manitoba Exec-

utive Committee (TLC); New Brunswick Federation of Labour (TLC); Ontario Provincial Federation of Labour (TLC); Saskatchewan Federation of Labour (CCL); and Saskatchewan Executive Committee (TLC).

Convention of Alberta Federation of Labour (TLC)

Delegates from all parts of the Province attended the 27th Annual Convention of the Alberta Federation of Labour (TLC) at Edmonton early in January.

Reports were presented by the Executive officers and the Federation's representatives on the Workmen's Compensation Board, the Board of Industrial Relations, the Apprenticeship Board and the Alberta Council on Nutrition. A total of 76 resolutions was presented.

The procedure to be followed in voting in connection with collective bargaining was debated at considerable length. The Convention went on record as desiring that all votes be decided by a majority of those who voted, rather than by a majority of those affected. It was decided to ask for amendments in existing legislation to prevent delays in decisions of Boards of Arbitration beyond the 14-day limit now set by the Act, and to empower the Minister to remove any member of Boards of Arbitration who was responsible for delaying action. It was also agreed that provision should be made in the Act that decisions would be retroactive automatically to the date of any expiring agreement.

Following a sharp debate, the Convention endorsed a resolution asking the Government to enforce existing legislation designed to prevent any organization or union from deliberately ignoring or by-passing the provisions of the Act.

The Federation reiterated its stand that a provincial Department of Labour should be established with a competent labour man in charge. This, it was held, would tend to prevent many of the delays resulting from the present policy of having labour legislation administered by a trade department.

It was agreed to request the Provincial Government to institute regulations establishing statutory holidays with pay for all workers in the Province and that in cases where workers were required to work on statutory holidays, they be paid for double time. It was decided further to request that the Holidays with Pay Orders be changed so that all workers would receive two weeks' summer holidays after one year's service and that "in the case of construction workers their holiday pay would be established at four per cent, instead of the present two per cent for the first year and four per cent for the second and subsequent years."

The Federation also went on record "as definitely desiring the establishment of a 40-hour week, and a minimum wage of 65 cents an hour for all workers in the province." With respect to old-age pensions, the Convention urged that pensioners should be supplied free of cost with any medicines they might require.

Among those who addressed the Convention were: Hon. C. E. Gerhart, Minister of Trade and Industry for Alberta, Mr. G. R. Currie, Western representative of the

Federal Department of Labour, Mr. C. M. Macleod, Chairman of the Alberta Workmen's Compensation Board, and Mr. C. W. Grey of the National Film Board.

Legislative Proposals of Manitoba Executive Committee (TLC)

Legislative proposals designed to improve the social and labour legislation of the Province of Manitoba were presented in a memorandum to the Premier, Hon. S. S. Garson, and members of his cabinet on January 12, 1948, by the Manitoba Executive Committee of the Trades and Labour Congress of Canada.

Emphasis was placed on social security measures by the delegation. The Provincial Government was asked to urge "the Dominion Government to implement without delay, an integrated social security program that will guarantee protection against the hazards of sickness, accident, unemployment, old age and death, on a contributing basis."

Old Age Pensions.—Outlining the delegation's stand on specific social security measures, the brief urged that: (1) pension payments to be commenced at age 60; (2) the means test be abolished; (3) the only residential requirements for pensions be 15 years' residence in Canada; (4) pensions be increased to at least \$60 monthly; (5) the same pension be paid to blind persons; and (6) the Parents' Maintenance Act be disassociated from the Old Age Pensions Act.

Workmen's Compensation Act.—The delegation submitted the following proposals for the amendment of the Workmen's Compensation Act: (1) that "authority be given the Compensation Board to collect and make payments on the basis of \$2,500 yearly earnings of an employee . . . rather than the present maximum of \$2,000 yearly earnings"; (2) that compensation be 100 per cent; (3) that accident prevention measures be placed under the Board; (4) that blanket coverage be provided for all diseases attributable to employment; (5) that compensation be paid in full without any waiting period and that it be based on earnings at the time of the accident, or in the case of slow developing industrial diseases, on current claims year earnings; (6) that the Act be opened for review every two years.

Education.—The delegation expressed concern about "the relative decline in education standards in Manitoba, compared with other Western Provinces," and made

the following suggestions with a view to their improvement: (1) that teachers be paid a minimum salary of at least \$1,500; (2) that the number of "permit teachers" be reduced immediately; (3) that "a vigorous program of education" be instituted for rural trustees, "to impress upon them the benefits of larger areas of administration"; (4) that technical schools be improved as rapidly as possible and that full advantage be taken of the aid offered by the Dominion Government; (5) that both rural and urban scholarships be extended; (6) that text books be supplied free and that improvements be made in rural school equipment; (7) that the compulsory school attendance age be raised to 16 years, and preparations be made to raise it to 18 years as soon as possible; and (8) that commercial "trade schools" be supervised more effectively.

Hours of Work and Holidays with Pay.—The delegation requested the enactment of a Holidays with Pay Act, which would establish the 40-hour week, with provision for overtime pay in excess of the stated working hours and to apply to all industrial workers in Manitoba.

While expressing appreciation of the present holidays-with-pay legislation, the delegation requested that the Act extend the annual holiday with pay for industrial workers from one week to two weeks. It was also urged that the stamp credit system should be used to govern holiday credits for casual workers.

Minimum Wages and the Fair Wage Act.—In the opinion of the delegation, an amendment to the Minimum Wage Act was essential because of the increased cost of living. It was urged that the minimum be raised immediately to 65 cents an hour, with equal pay for equal work, regardless of sex. Amendments to the Fair Wage Act were asked to cover all industries in Manitoba and to eliminate the differential in hours and wages between Winnipeg and the remainder of the province.

Labour Relations Act.—It was recommended that "the basis" of Bill No. 338, to provide for a National Labour Code (L.G., July, 1947, p. 923) pending before the House of Commons at Ottawa, be

adopted by Manitoba, but with amendments as proposed by organized labour.

Housing.—The delegation contended that the provision of adequate housing was a State obligation, and, therefore, the Provincial Government should make the necessary financial arrangements with the Dominion Government to obtain funds required by municipalities for the erection of houses, either for sale or to rent. Other suggestions included: (1) "restrictive and developmental powers in land to be vested in the community"; (2) without prejudice to national planning, local authorities should prepare plans for building programs; (3) architects and other specialists should be employed to insure proper construction, inspection, etc.; (4) National Building Boards under a Minister of the Crown, should be set up, their membership to be

drawn from local authorities, building and allied trades and employers; (5) all loans for housing should be made through a government agency, such as the Bank of Canada, rather than from mortgage and insurance companies, etc.

The delegation urged the Provincial Government to promote the development of the natural resources of the central and northern portions of the Province, and the port of Churchill with a view to absorbing available unemployed, as well as to provide work for possible immigrants.

In the carrying out of any or all of the recommendations the Government was promised the willing co-operation of the Manitoba Executive and the affiliates of the Trades and Labour Congress in the Province.

Legislative Proposals of New Brunswick Federation of Labour (TLC)

Headed by James A. Whitebone, MBE, President, a delegation from the New Brunswick Federation of Labour (TLC) presented a legislative memorandum to the Acting Premier, Hon. W. S. Anderson, and members of his Cabinet on January 7, 1948.

Preliminary to the presentation of the memorandum, Mr. Whitebone expressed the appreciation of the delegation for legislation that had been enacted on behalf of the wage-earners, but admitted to some feeling of disappointment that the Government had not seen fit to adopt certain other measures suggested by the Federation in the past.

Wages in Relation to the Cost of Living.—"Many problems with which we were confronted last year are still before us in aggravated form," the memorandum pointed out. "Wages, which have always been notoriously low here, have fallen behind the amounts necessary to keep pace with the exorbitant costs of the necessities of life," a situation which, it was claimed, demanded "immediate and effective action." While not expecting the Provincial Government of itself to remedy conditions, the delegation held that "it should take appropriate action to reduce living costs to a level commensurate with wages and to give leadership to all classes and groups in the Province, in finding a solution for this urgent problem. . . . We have no hesitation in pledging the unqualified support and co-operation of the New Brunswick Federation of Labour and its affiliates to this end," the delegation stated.

Labour Relations Act.—The following amendments were suggested to the Labour Relations Act: (a) that a provision be embodied in the Act definitely barring "company unions"; (b) that the rights of employers and employees to enter into and maintain collective agreements providing for a union shop be protected; (c) that the phrase "confidential capacity" be either deleted from the Act or more definitely defined; (d) that the section of the Act which excludes many employees from the provisions of the Act be amended to assure all workers in the Province the right of collective bargaining; (e) that where it is necessary for the Board to have a vote taken, the majority of those voting shall determine the question voted upon; (f) that the provision forbidding a union to go on strike until 14 days after the finding of a Board of Conciliation has been made known, be struck out.

Labour Code.—The delegation requested that a National Labour Code be set up to be administered by a national authority and that the Provincial Government press for the creation of such a code with a view to passing enabling legislation to make the code effective in New Brunswick.

Social Security.—The Government was requested to promote a Dominion-wide social security plan on a contributory basis for all Canadian citizens, regardless of income. It was urged that the plan should make provision for health, accidents, medical and hospitalization benefits, old

age pensions, mothers' and widows' allowances and such other social services as may be deemed necessary.

Cost of Living.—Grave concern was expressed by the delegation at "the ever-increasing cost of the necessities of life" and, it was claimed that "unless some drastic action is taken at once" Canadians were in danger of being "faced with the most serious period of inflation we have ever experienced. . . ." The cost-of-living index compiled by the Dominion Bureau of Statistics was held by the delegation to be misleading. The Federation felt that there were only two ways in which the cost-of-living problem could be met: (1) by a Dominion-Provincial conference on this national emergency and the setting up of some kind of an effective control system; or (2) by an all-out drive for increased wages, which, it was admitted might be used "as an excuse for further increased prices." Then too, it was recognized that if the second method was applied pensioners and others having fixed incomes would be likely to suffer. For these reasons the Government was urged strongly to do everything possible to implement the first suggestion, namely, strive for a system of control "before it is too late."

Hours of Work and Vacations with Pay.—The delegation requested the Government to enact legislation at the approaching session of the Legislature to provide a work-day of not more than eight hours and a work-week of not more than 40 hours, with two weeks' annual vacation with pay. It was also requested that a system of stamp credits be put into effect for those in seasonal or casual employment to assure such workers of holidays with pay. Because of the current high cost of living the government was asked to provide legislation requiring payment of wages weekly by all employers.

Factories Act.—The delegation contended that overtime should be limited to three hours in any one day and not more than nine hours in any one work-week. It was held that emergency and maintenance work

could be taken care of without violating any of the provisions of the proposed stated hours of work. Further, it was asked that provision be made for the payment of all time worked in excess of eight hours in any 24-hour period at the rate of time and one-half.

Public Health.—In the opinion of the delegation all employees of hotels, restaurants and public eating places should be required to produce a medical certificate of good health at the time of entering employment and to undergo periodical examination thereafter, the cost to be borne by the employer.

Education.—The delegation urged that a fund be set up from which promising students with insufficient funds could draw financial assistance to complete their education; that teachers' salaries be increased and that something be done to complete the new curricula of the Department of Education.

Housing.—The Provincial Government was urged to take joint action with the Federal Government to promote a low-cost home building program. In connection with any such project, it was suggested that houses be made available for purchase on the instalment plan and that the wages paid for their construction be those recognized as fair by the Dominion Department of Labour for the locality in which they are built.

Additional Requests.—Among other requests made by the delegation were: (1) immediate development of potential electric power sites, to forestall recurrences of costly shut-downs caused by shortage of power; (2) increases in mothers' allowances; (3) licensing of stationary engineers, and power inspection of boilers; (4) licensing of painters and decorators; (5) coverage of domestic workers by the Minimum Wage Act, Hours of Work Act, workmen's compensation and unemployment insurance; (6) safety regulations for highway traffic; (7) forest conservation and reforestation; (8) labour representation on all public boards and commissions.

Convention of Ontario Provincial Federation of Labour (TLC)

The Ontario Provincial Federation of the Trades and Labour Congress of Canada held its second annual convention in Toronto, January 16 to 18, 1948. Of the 291 delegates registered, 272 represented 84 local unions and 19 represented 11 trades and labour councils.

The proceedings were opened by William Jenoves, Vice-President of the TLC and President of the Toronto District Labour Council. In welcoming the delegates to Toronto, Mr. Jenoves took occasion to stress the importance of "the ever-rising cost of living" and urged the Federation

to take action along the lines proposed by the TLC, namely, to call protest meetings in every community and to demand that members of Parliament take adequate steps to stop any further rise in living costs.

In a brief address, President D. A. Dunlop enlarged upon and emphasized the comments of Mr. Jenoves with respect to the cost of living and urged the workers of Ontario to build up their organization so that they could better cope with the problems that confronted labour.

The Resolutions Committee under the Chairmanship of A. B. Docherty dealt with 54 resolutions. The discussion on a substitute resolution on the cost of living was recorded and subsequently broadcast.

Health.—The executive was instructed to request the Ontario Government to introduce at the next session of the Legislature a bill to provide for hospitalization, medical, surgical, dental and optical care, together with financial assistance during periods of sickness and convalescence. A further request to be presented to the Government was "to convene immediately a conference of representatives of unions and industries with the object of drawing up jointly needed amendments to the Public Health Act of Ontario. . . ." The executive was also instructed to urge the Provincial Government "to implement the proposals made by the Lumber and Sawmill Workers' Unions for the hospitalization and medical care of workers engaged in the mining, lumbering and fishing industries in unorganized territories."

Old Age Pensions.—The Convention decided that the Federation should petition the Ontario Government to conclude an agreement with the Dominion Government with a view to amending the Old Age Pensions Act as follows: (a) lowering the pensionable age to 60 years; (b) making the Act applicable to all citizens, including the blind, the only residential qualifications to be 15 years' residence in Canada; (c) abolishing the means test (d) discontinuing the practice of combining the Old Age Pensions Act and the Parents' Maintenance Act, and the practice of placing liens on the homes of pensioners; (e) increasing the pensions to \$80 per month; (f) establishing community homes for the aged, with adequate provision for old married couples, and full medical care.

Prices.—Following a lengthy debate on the subject of prices and the cost of living, the convention decided to request the TLC "to intensify and broaden all campaigns against this attack on their living standard." It was also decided that the

Federation, in co-operation with the TLC, should endeavour to arouse public opinion in Ontario with a view to having the federal and provincial parliaments enact legislation along the following lines: (1) re-instituting the granting of subsidies on basic food commodities, as for example dairy products, and enforcing a reduction in consumer prices; (2) granting immediate exemptions on income taxes up to \$1,500 for single persons and \$2,000 for married persons; (3) re-imposing at once the 100 per cent excess profits tax, as a means of meeting the costs of subsidies and of eliminating profiteering; (4) re-constituting the Wartime Prices and Trade Board as a Peacetime Prices and Trade Board, the latter to be given authority to force reductions in prices of basic foods and materials, in so far as increased commodity costs are endangering the health of Canadians, especially children; (5) rolling back prices to the 1946 level.

The convention also decided that the executive should use radio facilities to explain labour's point of view with respect to price control, subsidies and excess profits taxes, and, in conjunction with the TLC, organize a provincial labour lobby.

Labour Code.—The convention recommended the following amendments to the Labour Relations Board Act: (a) providing for the elimination of company unions from all forms of certification; (b) stipulating that grievance procedure go into effect automatically upon certification; (c) broadening the definition of "unfair practices" to cover "threats of various kinds to shut down, move plant, declare lockouts and industrial espionage"; (d) permitting the right to apply for certification and to obtain a vote when 25 per cent of the employees in a proposed bargaining unit authorize a bona fide union to make such application; (e) providing for the certification of a union instead of individuals; (f) certification to be decided by a majority of those voting, instead of by a majority of eligible voters; (g) deciding compulsory check-off and union shop by a simple majority.

Hours of Work and Vacations with Pay.—The convention suggested amendments to the Hours of Work and Vacations with Pay Act as follows: (a) establishing a basic 40-hour week without reduction in pay, and time and one-half for overtime work above the 40 hours per week; (b) extending the basic vacation to two weeks in each year, pay to be based on weekly earnings, with credits for time lost through sickness, injury and layoffs; (c) obligating

employers in cases "where the stamp principle applies" to provide the necessary vacation-with-pay stamp books, supplied by the Ontario Industry and Labour Board; (d) requiring that payment be made for statutory holidays when not worked and double time for work performed on statutory holidays; (e) abolishing the split-shift system in beverage rooms, hotels and restaurants, and providing for continuous duty in such establishments.

Workmen's Compensation Act.—It was decided to request the Ontario government to amend the Workmen's Compensation Act, so as to provide injured workers with 100 per cent compensation.

Other Resolutions.—Other resolutions passed by the convention asked for: (1) regulations covering occupational hazards in certain phases of the construction industry; (2) the municipalization of the milk industry, and amendment to the Milk Control Act to provide for labour representation on the Board; (3) the setting up of a Commission with equal representation of labour, industry and government, to implement the Kennedy report on forest conservation; (4) the prevention of political interference with the work of the Hydro-Electric Power Commission; (5) withdrawal of amendments to the Ontario Police Act that are designed to prevent police from joining unions; (6) action to discourage exportation of ore from Steep Rock mines and to encourage the domestic utilization of Ontario resources; (7) the raising of apprentice allowances from \$14 to \$18 for boys who are required to leave home to attend

apprenticeship classes; (8) the extension of the franchise to persons of 18 years of age; (9) establishment of a national minimum wage of 75 cents an hour and cautioning against any attempts to freeze wages at present levels in relation to present commodity prices, as well as against closing wage contracts for "too-long periods"; (10) the amendment of the Mothers' Allowance Act "to provide exemption of \$1,000 for each child to enable orphans to continue higher education and that the amount granted at present be raised to provide a decent standard of living"; (11) the implementation of the proposed Ontario provincial plumbing code and the proper certification of persons installing hot water heating and steam power plants; (12) the vesting in the Journeymen Barbers International Union of sole bargaining rights for the barber trade in Ontario; (13) the recognition of the Workers Educational Association as the proper voluntary agency in the labour educational field and further, that the present government grant to the WEA be increased substantially; (14) mandatory legislation requiring statutory holidays for fire-fighters, a work-week of not more than 48 hours, provision for superannuation security, and a training school, under government auspices, for fire-fighters.

The following officers were elected: President, A. F. MacArthur of the Toronto Milk Drivers and Dairy Employees; Vice-Presidents, A. W. Godfrey, Fort William; Bruce Magnuson, Sudbury, and H. J. Green, Toronto; Secretary-Treasurer, Hugh J. Sedgewick, Hamilton.

Legislative Proposals of Saskatchewan Federation of Labour (CCL)

A delegation from the Saskatchewan Federation of Labour (CCL) was granted a hearing by the Premier and other members of the Saskatchewan government on December 15, 1947. The delegation presented a brief in which it expressed appreciation of the recent enactment of legislation affecting labour and made a number of proposals concerning existing provincial legislation.

Hours of Work Act.—The government was commended for enacting the Hours of Work Act (L.G., Oct., 1947, p. 1490), which the delegation regarded as "one of the striking achievements of the administra-

tion." However, the opinion was expressed that as a result of Orders made under the Act, "a number of classes of workers were either excluded or had their status varied in relation to the Act." As labour was held to be affected directly by every Order made, the delegation urged that the government consult labour before future Orders were passed.

Other suggestions were for a reduction from 48 to 44 in the number of weekly hours worked by hospital employees, in conformity with the work-week already granted for workers in sanatoria; that overtime pay for certain other classes of workers be made at regular pay periods,

rather than on a yearly basis; that the 40-hour week be established by law at the approaching session of the Legislature so that it may be proclaimed by 1949 and so that it might provide a bulwark against a possible depression.

Trade Union Act.—While expressing approval of recent amendments to the Trade Union Act which facilitated the handling of cases of reinstatement before the Labour Relations Board, the delegation urged that the Government provide expert legal enforcement machinery. This would tend to check, it was claimed, the proneness of certain employers to appeal to the courts, thus making it necessary to employ legal counsel which labour could ill afford. While for the time being at least, this action would incur extra expense for the Province, the delegation felt that it would become less costly as the numbers of cases challenged became gradually fewer.

It was also requested that the Act be amended by providing a more precise definition of employees "acting on behalf of management in a confidential capacity." The purpose of such an amendment would be to prevent employers restricting unduly any such employees from joining unions. It was claimed that "in a large number of cases before the Labour Relations Board, employers have contended that workers in certain jobs should be excluded from the bargaining unit because they have authority to hire or fire employees." In a considerable number of instances, the delegation asserted, persons alleged to be in that category "have never exercised these functions in a clear-cut way."

It was also urged that in the re-instatement of employees discharged contrary to the provisions of the Trade Union Act, the Labour Relations Board require employers to pay wages for the time lost by their employees due to wrongful dismissal.

Other suggested amendments to the Trade Union Act had for their intent (1) the prevention of attempts by employers to influence their workers against giving their support to a trade union, and (2) the substitution of union shop provisions for the present maintenance of membership section.

Workmen's Compensation Act.—In all, the delegation made eleven suggestions in

regard to the Workmen's Compensation Act as follows: (1) establishment of compensation payments on a 100 per cent basis; (2) payment for disability under the three-day period; (3) elimination of the necessity for having compensation cheques countersigned before they can be cashed; (4) holding a survey to determine what additional industrial diseases should be covered; (5) the payment of stipulated sums or pensions for loss of eyes, limbs, etc., rather than sums related to the past earnings of the workers affected; (6) provision for rehabilitation of disabled workers with a view to their undertaking useful remunerative employment; (7) placing all factory inspection under the direction of the Compensation Board; (8) elimination of the 56-day restriction for the payment of compensation in cases of hernia; (9) extension of coverage to "all possible classes of workers"; (10) the speediest possible payment of compensation to disabled workmen; (11) easing of provisions dealing with notices of accidents to enable claimants to avoid loss of benefits by default.

Other Proposals.—Other legislative suggestions presented by the delegation were for: the setting up of a Fair Wage Board, with employer and employee membership; the extension of the Minimum Wage Act and Orders to cover all workers in the province; an increase in old age pensions to not less than \$50 a month commencing at age 60, without the application of the means test; calling of a meeting of provincial premiers to "separately and collectively insist that the Dominion Government re-impose price controls . . . at prices commensurate with the real purchasing power of the Canadian people;" that the possibility of setting up a Crown Company for the erection of houses be investigated, or as an alternative that a housing co-operative be organized to provide low rental houses; that an information service be established by the provincial Department of Labour; that the provincial hospitalization plan be extended to include a complete medical health scheme, "in the not-too-distant future;" that a less antiquated title be given to the "Masters and Servants Act;" that the provincial Department of Education add to the curricula of schools the teaching of labour's history, policies and achievements.

Legislative Proposals of Saskatchewan Executive Committee (TLC)

Several legislative proposals were presented in a brief to Premier Douglas of Saskatchewan and members of his cabinet by the Saskatchewan Executive Committee of the Trades and Labour Congress of Canada on December 16, 1947.

Among the requests and recommendations presented to the Government were the following:—

National Labour Code.—It was suggested that the Provincial Government use all means in its power to impress upon the Dominion Government the urgent necessity for enacting a National Labour Code embodying a 40-hour week without reduction in take-home pay, and also incorporating the standards set by the Saskatchewan Trade Union Act.

Trade Union Act.—Although approving by inference the broad outlines of the Saskatchewan Trade Union Act, amendments were requested as follows: (1) that unless both parties in any application before the Labour Relations Board mutually agree to legal counsel acting on behalf of either party, no such legal counsel be employed; a like request was made in connection with collective bargaining negotiations; (2) a clarification of certain sections of the Act that define "employees excluded from the Act," was asked; (3) the addition of a new clause to the Act was suggested, which would cover small shops in any given industry to provide that "the majority shall govern, instead of a majority in each small shop".

Hours of Work Act.—The delegation reiterated the request of the Provincial Executive that all workers in Saskatchewan be immediately included under the provisions of the Act. It was also urged that legislation be enacted to provide for a 40-hour work week.

Holidays with Pay Act.—The Executive claimed that "the present practice in some trades of paying employees their holiday pay each pay day, should be discontinued by legislative action." It was further recommended that holiday pay should be "computed on the basic weekly earnings, irrespective of any time lost through sickness or injury."

Fair Wage Act.—The delegation maintained that the present was an opportune time for the Government to consider the enactment of a Fair Wage Act, to replace the present Minimum Wage Act and Orders

thereunder. The following proposals were made with regard to the terms of the suggested Act: (1) provision for fair wages in industries and trades; (2) authority to set such wages only after consideration of all representations; (3) any Board set up to administer such Act should be composed of equal representation of employers and employees.

Orders of Minimum Wage Board.—The delegation asked for the abolition of split shifts, recommending that the spread where eight hours are worked be not more than ten hours. It was also requested that the public holiday clause in all Orders of the Board be made applicable to all theatre employees and that these employees be paid double time for all time worked on statutory holidays.

Workmen's Compensation Act.—Fourteen amendments were requested to the Act, the more important of which were: (1) one hundred per cent basis for payment of compensation; (2) payments to commence the day following the injury; (3) complete coverage of all workers in Saskatchewan; (4) the replacement of the word "accident" by the word "injury", and the words "industrial diseases" by the words "occupational diseases and hazards".

Apprenticeship Act.—It was requested that the Apprenticeship Board be composed of equal representation of employers and employees, the employees' representatives to be members of a designated trade and nominated by members of that trade.

Other matters covered by the brief included: (1) the enactment of a Tradesmen's Qualification Act; (2) amendments to the One Day's Rest in Seven Act; (3) that all departments of government and crown corporations be required to purchase goods and employ services only from firms and individual business establishments having collective bargaining agreements with bona fide trade unions; and also that all contracts and orders include a provision that only union labour shall be employed under union conditions of employment; (3) that labour be given representation on all Boards and Commissions, especially the Penitentiary Commission and the Milk Board.

LABOUR AND INDUSTRY IN BRITISH COLUMBIA, 1946

Labour statistics and an account of the administration of labour legislation within the Province are contained in the Annual Report of the British Columbia Department of Labour.

Decline in heavy production from the record heights established during the war years, while still in effect to some degree, was rapidly being overcome by increasing industrial activity. The upturn was stimulated too by the demands of a peacetime economy, according to the annual report of the British Columbia Department of Labour for 1946.

The 1946 provincial estimated payroll totalled \$403,161,610, an apparent increase of \$19,461,610 over 1945, which, in turn, was more than double the total of \$169,683,460 in 1939. The greatest increase was in the construction industry (up \$7,500,000), followed by the lumber industry (up \$5,000,000), and food products manufacturing (up over \$3,500,000). Termination of war contracts brought the greatest decrease in the ship-building industry, which declined some \$27,500,000 from the previous year. Smaller decreases were evident in miscellaneous trade and industry and in coal-mining.

The average weekly wage figure for all adult male wage-earners stood at \$39.87 for 1946, an increase of \$1.37 over the preceding year and the highest recorded since the Provincial Department of Labour was established.

Employment totals continued to increase in certain industries following reconversion to peacetime production. It was reported that expansion programs designed to overcome the demands created by war-time shortages brought added employment in the construction industries, food products manufacturing, and the lumber industries. The average monthly employment high for all industries in 1946 was 130,631 in August of that year, compared with a high of 132,220 recorded in July, 1945. Average weekly hours of work dropped sharply during 1946, in most industries. For all employees, the average declined to 43.63, as compared with 45.59 in 1945.

Statistics of Trades and Industries.—The total number of firms reporting in time for tabulation in the annual report was 7,326, as compared with 5,687 in 1945, an increase of 1,639. These returns showed a total industrial payroll of \$272,956,504 for

the year 1946. To this should be added returns received too late to be included in the above summary amounting to \$1,197,630; transcontinental payrolls (ascertained payroll) \$23,301,258; payrolls of additional services not included in the industrial survey (governmental workers, wholesale and retail firms, etc.), \$105,706,218; making a total provincial payroll of \$403,161,610.

New Laws Affecting Labour.—Summaries of the following new provincial legislation are included in the report: (1) Annual Holidays Act Amendment Act, 1947; (2) Boiler Inspection Amendment Act, 1947; (3) Factories Act Amendment Act, 1947; (4) Female Minimum Wage Act Amendment Act, 1947; (5) Male Minimum Wage Act Amendment Act, 1947; (6) Industrial Conciliation and Arbitration Act, 1947; (7) Semi-monthly Payment of Wages Act Amendment Act, 1947; (8) Shops Regulation and Weekly Half-Holiday Act Amendment Act, 1947. (These Acts were summarized in the *LABOUR GAZETTE* for July, 1947, pp. 1013-1020.)

Apprenticeship.—The Director of Apprenticeship in his report stated that there were 1,903 apprentices in the various trades and occupations at the close of 1946. The number of apprentices who successfully completed their apprenticeship under the present form of regulation at the end of the year was approximately 1,554. The report states that the special apprenticeship training classes carried on under the Dominion Provincial Agreement with the British Columbia Department of Education, made noteworthy advances during 1946. "There is every evidence that the training syllabi are working down to a satisfactory and permanent basis and the operation can, on the whole, be regarded as satisfactory."

Factory Inspection.—During the year 1946, 2,300 inspections and re-inspections of factories were made. It is pointed out that by 1946, factory inspection work was beginning to settle down to peacetime activities, but building materials and labour

were still scarce and worn-out, or out-of-date equipment and buildings were being used. It is asserted, however, that the lessons learned and the advances made during the war were not being forgotten or lost. Hours were reduced and safety organizations in factories were extended and improved. The report contains a digest of precautionary methods suggested for the prevention of industrial accidents and maintaining the health of workers. During the year 463 permanent, 584 temporary and 1,062 renewal operators' licences, were issued. There were 60 plans and specifications relating to the installation of modern elevator equipment approved. A total of 1,500 inspections and re-inspections of freight and passenger elevators were made.

Women and Children in Industry.—

The report states that wartime experience with women in industry will result in many of them, in some industries at least, continuing in industrial employment. It is pointed out that they excel in assembling, testing, inspection and certain types of machine work. However, the increased employment of women raises new safety problems resulting from unsuitable clothing, hair-dressing, etc. As a consequence, factory supervisors were urged to be alert to these dangers and give needed safety instructions promptly.

Careful supervision was maintained of the employment of children in industry. With very few exceptions, it is stated, the issuing of permits authorizing the employment of children was restricted to the summer school vacation. It was the opinion of the Departmental officials that children "should attend school until they have attained at least their fifteenth birthday."

Industrial Conciliation and Arbitration.

—During 1946, officials of the Industrial Conciliation and Arbitration Branch dealt with 1,207 cases. There were 1,014 applications for certification. Of these, 670 were granted; 106 rejected; 91 withdrawn; four referred to the National Board and 143 were under investigation at the end of the year. In addition, there were 34 representative votes conducted; 94 investigations by conciliation officers; 12 conciliation boards established; 38 preliminary investigations by Departmental officers; two applications granted for leave to prosecute; four grievance procedures established and nine appeals to the National Board.

The number of strikes in 1946 constituted a record in the number of employees affected and the number of working days lost. There were 21 strikes involving approximately 40,014 employees and 524 employers. They caused a time-loss of 1,294,174 working days. The most serious was in the lumber industry which involved 419 employers and 35,106 employees resulting in a time-loss of 1,100,529 working days. In metal mining 17 employers and 2,239 employees were affected, with a time-loss of 150,387 working days. In manufacturing, 40 employers and 877 employees were affected and the time-loss was 33,961 working days.

Employers' and Employees' Organizations.—

The report shows a slight increase in the number and in the total membership of employees' organizations. There were 642 organizations, six more than in 1945; the total membership in 1946 was 119,258, as compared with 108,125 in 1945. There were 38 employers' associations of which 28 had headquarters in Vancouver; five in Victoria; one in Prince Rupert; one in Penticton; one in Kelowna; and one in Calgary.

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

INDUSTRIAL DISPUTES AND CONCILIATION

Labour relations in the field of federal jurisdiction were undisturbed during the month of January, but the Minister of Labour and the staff of the Industrial Relations Branch gave attention to a number of cases of outstanding interest and importance.

Introduction

Of most immediate importance among the cases engaging the attention of Departmental officers during the month were the disputes between the deepsea shipowners of the East and West Coasts and their deck, engineer and radio officers as represented by three maritime unions. On January 22 the Hon. Mr. Justice D. A. McNiven of the Court of King's Bench for Saskatchewan, submitted to the Minister of Labour his report as Industrial Disputes Inquiry Commissioner in connection with the case. It was reported by the Commissioner that he had secured agreement upon a number of clauses to be incorporated in the new collective agreements, but had been unable to resolve all the differences between the parties. His principal recommendations were that the basic wages of officers holding certificates should be increased by \$20 to \$25 per month with effect from October 15, 1947, and that increases up to \$35 per month should be given to deck and engineer officers who have completed certain terms of continuous and satisfactory service with the same company; that stipulated lump-sum amounts of overtime pay be paid to the various classes of officers as compensation for all work performed in addition to watch-keeping duties; that longer vacations with pay be granted; and that compensation be made for the loss of personal effects through marine disaster. The report recommended against the concession of any additional measure of union security beyond the existing recognition of the unions as sole bargaining agencies for officer personnel and the preferential hiring of union members. The Commissioner's full report is reproduced below in this Section, together with a brief account of the more recent developments in the case.

Early in January the Minister of Labour appointed a Conciliation Officer to deal with two extremely important cases arising out of applications for intervention from two groups of railway employees, in

whose behalf demands had been made for wage increases of 35 cents per hour. One group consisted of some 125,000 employees of the Canadian National Railways, Canadian Pacific Railway Company, their jointly and separately owned subsidiaries, the Ontario Northland Railway and the Toronto, Hamilton and Buffalo Railway. These workers were represented by the joint negotiating committee of fifteen international railway labour organizations which are listed elsewhere in this Section. The second group comprised some 35,000 members of the Canadian Brotherhood of Railway Employees and Other Transport Workers employed by the Canadian National Railways, Canadian Pacific Railway Company, their jointly owned or operated properties, and the Ontario Northland Railway. The classifications of employees involved in the second case included employees engaged in clerical, freight, station and motive power services, various classes in sleeping, dining and parlour car services, cartage services, hotels, steamship, barge and ferry services, etc.

In conferences with the Conciliation Officer, the representatives of the workers maintained that the employees were entitled to a restoration of the same relative position which existed between the wages of railway employees in the United States and Canada during and immediately following the first World War. They also argued that their demands were justified in the light of the increase in the cost of living since the last wage increase was granted by the railways with effect from June 1, 1946. The representatives of the carriers held that the railways were not in a financial position to pay any wage increases without receiving an increase in revenue. As the Conciliation Officer was unable to persuade the parties to alter their positions, he recommended the establishment of Boards of Conciliation in each case in the hope that a settlement might be facilitated thereby.

On January 30, the Minister of Labour established a Board of Conciliation in the case involving the fifteen international unions, and a few days later took similar action in the case affecting the Canadian Brotherhood of Railway Employees and Other Transport Workers.

A Conciliation Officer was also appointed in January in connection with applications for intervention made by the Canadian Seamen's Union in order to facilitate the completion of collective agreements for the 1948 navigation season on behalf of unlicensed personnel of vessels owned and operated by Canada Steamship Lines, Limited, Montreal, P.Q., and Sarnia Steamships Limited and Colonial Steamships

Limited, Port Colborne, Ontario. These cases had not been disposed of at the end of the month.

A decision of considerable interest was given by the Wartime Labour Relations Board (National) at its January sittings in rejecting applications for certification made by the Canadian Air Line Stewardess Association on behalf of line stewardesses employed by Trans-Canada Air Lines in domestic and trans-Atlantic service and by the Canadian Air Lines Purser-Stewards Association on behalf of purser-stewards employed by the company on trans-Atlantic runs. The decision of the Board is described in greater detail elsewhere in this section.

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

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

During the war and its aftermath, the Dominion Wartime Labour Relations Regulations (P.C. 1003) of February 13, 1944 (which suspended the Industrial Disputes Investigation Act, enacted first in 1907), have required employers to negotiate with the representatives of their employees and provided machinery for the settlement of disputes.

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

The Regulations, which were issued under the authority of the War Measures Act, are continued in effect under the continuation of the Transitional Measures Act, 1947. A bill incorporating many of the features of the Regulations, with modifications and additions, was introduced in the House of Commons on June 17, 1947, but was allowed to stand over until the next session of Parliament (L.G., July, 1947, p. 923, Aug., p. 1102).

The Regulations are administered by the *Wartime Labour Relations Board (National)* in respect of those provisions relating to: The certification of bargaining representatives, the intervention of the Board for the purpose of obtaining conciliation services from the Minister of Labour, the establish-

ment of procedures for the final settlement of disputes concerning the interpretation or violation of collective agreements, and the institution of prosecution proceedings.

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

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

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

Conciliation proceedings are also provided through the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act. This Act empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together and to appoint a conciliator or arbitrator when requested by the parties concerned.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton. The territory of the officer resident in Vancouver comprises British

Columbia and Alberta; two officers stationed in Winnipeg cover the Provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal

are assigned to the Province of Quebec and the officer resident in Fredericton, represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Applications for Certification Under the Wartime Labour Relations Regulations

The Wartime Labour Relations Board (National) met for one day during January. During the month the Board received four applications, held one hearing, rejected two applications, ordered a representation vote and established a grievance procedure.

Applications for Certification Rejected

Canadian Air Line Purser-Stewards' Association and Canadian Air Line Stewardess Association, applicants, and *Trans-Canada Air Lines, Winnipeg, Manitoba* (L.G., Dec., 1947, p. 1783). The two Associations desired the establishment of separate bargaining units for the purser-stewards and for the stewardesses.

The Board decided to reject both applications for the reason that the unit of employees in each case was not considered appropriate for the purpose of collective bargaining with the employer.

The parties were advised that the bargaining unit considered appropriate was one which would comprise flight attendants in the classifications of purser-steward, flight steward and air line stewardess in the domestic and trans-Atlantic service of Trans-Canada Air Lines.

Representation Vote Ordered

International Brotherhood of Locomotive Engineers and National Harbours Board (National Harbours Railway, Port of Vancouver) (L.G., Jan., 1948, p. 29). Following an investigation of the application, the Board ordered a representation vote of the locomotive engineers. The eligible voters will consist of employees who had worked at least 50 per cent of their time as locomotive engineers during the year prior to the date of the application.

Mr. G. R. Currie, Industrial Relations Officer, Vancouver, B.C., was appointed by the Board to conduct the vote.

Applications for Certification Withdrawn

Local No. 5, Marine Department, American Communications Association, CIO (Canadian Communications Association, Local No. 5) and Canadian Marconi

Company, Montreal, P.Q. (L.G., Jan., 1948, p. 29). On request of the National Secretary-Treasurer of the Canadian Communications Association, the application was withdrawn.

Applications for Certification Received During the Month of January, 1948

1. *Brotherhood of Locomotive Firemen and Enginemen* on behalf of locomotive firemen, helpers, hostlers and hostlers' helpers employed by the *Canadian Pacific Railway Company (including Quebec Central Railway, a subsidiary), Montreal.*

2. *Brotherhood of Locomotive Firemen and Enginemen* on behalf of locomotive firemen, helpers, hostlers and hostlers' helpers employed by the *Canadian National Railways, Montreal.*

3. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* on behalf of the employees in the classifications of secretary and transportation agent employed at Edmonton, Alberta by *Northwest Airlines Inc., St. Paul, Minn.*

4. *International Union of Operating Engineers* on behalf of the employees in the steam generating plant of *Midland Pacific Terminal Limited, North Vancouver.*

Establishment of Grievance Procedure

An application was submitted to the Board by the *Brotherhood of Railroad Trainmen* requesting the establishment of a procedure for final settlement of disputes concerning the interpretation or violation of the agreement between the Brotherhood and the *National Harbours Board (National Harbours Railway, Port of Vancouver).*

Under Section 18 of the Wartime Labour Relations Regulations, P.C. 1003, the Board has the power upon application, to establish such a procedure where one is lacking in an existing agreement.

The parties had reached an agreement on the terms of a procedure for the final settlement of disputes arising out of the interpretation or a violation of the agreement.

The Board found the procedure appropriate and ordered its establishment as a term of the agreement.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

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

Assignment of Conciliation Officers

During January, 1948, Conciliation Officers were assigned to confer with the parties in an attempt to effect an agreement in the following cases:—

Canada Steamship Lines Ltd. and Canadian Seamen's Union (TLC). F. J. Ainsborough, Conciliation Officer.

Canadian National Railways and Canadian Pacific Railway Co. and their jointly and separately owned subsidiaries and ancillaries, Toronto, Hamilton & Buffalo Railway and Ontario Northland Railway; and Brotherhood of Locomotive Firemen & Enginemen, Order of Railway Conductors, Brotherhood of Railroad Trainmen, Order of Railroad Telegraphers (AFL-TLC), Brotherhood of Maintenance of Way Employees (AFL-TLC), Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC), Division No. 4, Railway Employees' Department (AFL); Canadian National Railway System Federation No. 11, Canadian Pacific Railway System Federation No. 125, International Brotherhood of Firemen & Oilers, Steam Plant Employees, Roundhouse & Railway Shop Labourers (AFL-TLC), International Brotherhood of Electrical Workers (AFL-TLC), International

Brotherhood of Blacksmiths, Drop Forgers & Helpers (AFL-TLC), Commercial Telegraphers' Union (AFL-TLC), Brotherhood of Railroad Signalmen of America (TLC), and Hotel & Restaurant Employees' International Alliance and Bartenders' International League of America (AFL-TLC). H. R. Pettigrove, Conciliation Officer.

Canadian National Railways and Canadian Pacific Railway Co. and certain of their jointly owned and/or operated properties and Ontario Northland Railway; and Canadian Brotherhood of Railway Employees & Other Transport Workers (CCL). H. R. Pettigrove, Conciliation Officer.

Colonial Steamships Ltd. and Canadian Seamen's Union (TLC). F. J. Ainsborough, Conciliation Officer.

Sarnia Steamships Ltd. and Canadian Seamen's Union (TLC). F. J. Ainsborough, Conciliation Officer.

Boards Established

During the month Conciliation Boards were established to deal with disputes between the following parties:—

Canadian Marconi Co. Ltd., Montreal, P.Q., and Marconi System Division No. 59, Commercial Telegraphers' Union (AFL-TLC). R. Trepanier, Conciliation Officer. (L.G., Jan., 1948, p. 31.)

Canadian National Railways and Canadian Pacific Railway Co. and their jointly and separately owned subsidiaries and ancillaries, Toronto, Hamilton & Buffalo Railway and Ontario Northland Railway; and Brotherhood of Locomotive Firemen & Enginemen, *et al* (see above). H. R. Pettigrove, Conciliation Officer.

Trans-Canada Air Lines and Canadian Air Line Pilots' Association. H. S. Johnstone, Conciliation Officer. (L.G., Dec., 1947, p. 1789.)

Board Reports Received

During the month a Conciliation Board report was received in the following case:—

Canadian Air Express Ltd. (ground crew personnel at Dorval, P.Q., and Ottawa, Ont.) and International Association of Machinists (TLC). (L.G., Jan., 1948, p. 31.)

Settlements Following Board Procedure

During the month advice was received that matters in dispute between the following parties have been settled as a result of further negotiations following receipt by the parties of the Conciliation Board report:—

Canadian National Steamships (Pacific), Canadian National Railways (B.C. Coast & Lakes Barge & Ferry Service), Canadian Pacific Railway Co. (B.C. Coast Steamship Service), Union Steamships Ltd. and Frank Waterhouse & Co. Ltd.; and Cana-

dian Merchant Service Guild (TLC). (L.G., Nov., 1947, pp. 1609-1610.)

Canadian Pacific Railway Co. (dining, cafe & buffet car employees) and Brotherhood of Railroad Trainmen. (L.G., Jan., 1948, p. 35.)

Advice was also received that the parties concerned have decided to accept the recommendations of the Conciliation Board established to deal with matters in dispute between United Towing & Salvage Co. Ltd., Montreal, P.Q., and Canadian Seamen's Union (TLC). (L.G., Jan., 1948, p. 40.)

REPORT OF BOARD in dispute between

Canadian Air Express Ltd. (Ground Crew Personnel at Dorval, P.Q., and Ottawa, Ont.) and International Association of Machinists (TLC)

The Hon. HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa, Ontario.

DEAR SIR:

The Board of Conciliation appointed to endeavour to effect an agreement between Canadian Air Express Ltd. and International Association of Machinists (TLC), certified bargaining representatives of the ground crew personnel of Canadian Air Express Ltd. at Dorval, P.Q., and Ottawa, Ont., begs to report as follows.

Having held seven sessions at which the Board heard the representations of all parties concerned in the dispute and at which the Board endeavoured to effect an agreement between the parties, the Board begs to report that it has been unable to effect an agreement between the parties.

The Board finds that:—

1. Canadian Air Express Ltd. performs certain consolidated ground services under contract, principally, but not exclusively, for Colonial Airlines Inc., at Dorval, P.Q., and Ottawa, Ont.;
2. The International Association of Machinists (TLC) was certified by the National Wartime Labour Relations Board on August 27, 1947, as bargaining representatives for the employees of Canadian Air Express Ltd. affected by this dispute, and following such certification both parties began to negotiate in apparent good faith with a view to concluding a collective agreement;
3. In the course of these negotiations, the collective agreement proposed by the International Association of Machinists,

On January 28, 1948, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: H. Carl Goldenberg, Montreal, Chairman, appointed by the Minister of Labour on the joint recommendation of the other two members of the Board, R. R. Merifield and G. S. Mooney, both of Montreal, appointed on the nomination of the employer and employees respectively.

particularly the wage schedule therein, was modified, and Canadian Air Express Ltd. allegedly discussed the proposed wage increases as modified with Colonial Airlines Inc., which under its cost plus contract with Canadian Air Express Ltd. would be called upon to absorb any increases;

4. Colonial Airlines Inc. apparently advised Canadian Air Express Ltd. that, owing to curtailed air traffic and financial losses, it is not in a position to absorb wage increases, and allegedly refuses to do so;

5. Canadian Air Express Ltd. alleges that it cannot absorb and it refuses to absorb any additional wage increases, unless it can pass on such increases to Colonial Airlines Inc.;

6. The employees affected by this dispute are now being paid at rates below the rates for comparable work at Dorval, P.Q., and Ottawa, Ont.;

7. The International Association of Machinists in good faith expressed its readiness to effect a further compromise

in its wage demands on condition that a collective agreement be now signed with a partial wage increase, and that the wage schedule be re-opened for consideration on June 1, 1948;

8. Canadian Air Express Ltd. refuses not only to consider a compromise in the matter of wages, although expressing its intention to increase wages in some individual cases on a selective basis, but now also refuses to conclude any collective agreement with its employees, alleging that a collective agreement is not applicable to its operations;

9. While it began negotiations in apparent good faith, Canadian Air Express Ltd. has ceased to make any reasonable effort to conclude a collective agreement, and refuses to enter into a collective agreement even if the whole question of wages is deferred for later consideration;

10. Having regard to the fact that employees of other air transport companies performing work similar to that of the employees concerned in this dispute are operating under collective agreements, including, apparently, employees of Colonial Airlines Inc. in the United States, the Board rejects the contention that a collective agreement is inapplicable to the operations of Canadian Air Express Ltd., and is of the opinion that the refusal to conclude such an agreement is unreasonable and unjustified;

11. While the Board recognizes that air traffic has recently been curtailed for various reasons and that certain airlines are incurring financial losses, it desires to point out that Canadian Air Express Ltd. is now, on its own admission, operating at a profit and that its employees are, also on its own admission, being paid at rates below the rates paid for comparable work by a number of airlines.

Accordingly, *the Board recommends that* Canadian Air Express Ltd. enter into a collective agreement with the International Association of Machinists (TLC), the collective bargaining agents of the employees concerned in this dispute, and that such agreement provide for an immediate increase in wages at a figure somewhere between the present wages paid and the modified schedule of wages tentatively discussed by the parties concerned and allegedly submitted to Colonial Airlines Inc., and for a reconsideration of the wage schedule on June 1, 1948.

The whole respectfully submitted.

(Sgd.) H. CARL GOLDENBERG,
Chairman.

(Sgd.) RUSSELL R. MERIFIELD.

(Sgd.) GEO. S. MOONEY.

January 26, 1948.

Report of Industrial Disputes Inquiry Commissioner on Disputes in Canadian Deepsea Dry Cargo Shipping Industry

There is reproduced below the text of the report of the Honourable Mr. Justice D. A. McNiven, of the Saskatchewan Court of King's Bench, Regina, who was appointed by the Minister of Labour in November, 1947, as an Industrial Disputes Inquiry Commissioner to deal with matters in dispute between various Atlantic and Pacific Coast Canadian deepsea dry cargo shipping companies, represented by the Shipping Federation of Canada, Inc., and the Shipowners' Association (Deep Sea) of British Columbia, and the Canadian Merchant Service Guild, Inc., the National Association of Marine Engineers of Canada, Inc., the Canadian Communications Association (Marine Department) and the Canadian Seamen's Union, representing respectively the deck officers, engineer officers, radio officers and unlicensed personnel employed by the shipping companies.

Settlement of the dispute between the shipowners and the Canadian Seamen's Union was reported in the December, 1947, issue of the *LABOUR GAZETTE* (p. 1789); and in the January, 1948, issue (p. 43) it was reported that on January 8 the Commissioner would resume conferences in Montreal with representatives of the shipowners and of the three organizations representing licensed personnel. These conferences continued until January 13, but the parties were unable to reach agreement on all matters in dispute between them.

Following the termination of the Montreal conferences, the Commissioner submitted his report to the Minister of Labour, who despatched copies of the report to the interested parties. The Minister was later advised by the shipowners and the three unions representing the officers that the recommendations contained

in the Commissioner's report would be used as the basis for further direct negotiations. As the LABOUR GAZETTE went to press negotiations were proceeding in Vancouver between representatives of the two shipping federations and of the Canadian Merchant Service Guild, and negotiations with the National Association of Marine Engineers and the Canadian Communications Association were to follow.

Commissioner's Report

The Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

SIR:

From November 17 to November 28, 1947, in the city of Montreal, P.Q., the undersigned presided over negotiations between 27 companies, which operate 160 deepsea dry cargo vessels, and the Canadian Seamen's Union, representing approximately 7,000 unlicensed personnel. These negotiations resulted in the execution of a collective agreement, a copy of which has already been filed with your Department.

Immediately thereafter I commenced conferences for the purpose of negotiating agreements between 26 of the companies and the licensed personnel engaged in the operation of the aforementioned vessels. One company, Canadian National (West Indies) Steamships, Limited, was not a party to these conferences, the wages and working conditions of its officer personnel being regulated by separate agreement.

Of the 26 companies concerned, 20 have their head offices and home ports in Eastern Canada and 6 have their head offices and home ports in British Columbia.

The East Coast companies are Acadia Overseas Freighters Limited; Argonaut Navigation Company Ltd.; Atlantic Shipping Agencies Ltd.; Bristol City Line (Canada) Limited; Canadian Coastwise Carriers Limited; Canadian Shipowners Limited; Constantine Line (Canada) Limited; Dolphin Steamship Co. Ltd.; Dominion Shipping Company Limited; Elder Dempster Lines (Canada) Limited; Federal Commerce & Navigation Company Limited; Furness (Canada) Limited; Lunham & Moore (Canada) Limited; Montreal Australia New Zealand Line Limited; Montship Lines Limited; Northern Star Steamship Co. of Canada Ltd.; Pickford & Black Limited; Saguenay Terminals Limited; Seagull Steamship Co. of Canada Ltd.; and the Triton Steamship Company Limited; The West Coast companies are the Canadian Transport

Company Limited; Canadian Union Line Limited; Johnson Walton Steamships Limited; Kerr Silver Lines (Canada) Limited; Seaboard Shipping Company Limited; and the Western Canada Steamship Company Limited.

The Canadian Merchant Service Guild is the bargaining representative for three deck officers on each vessel, namely, the Chief Officer, the Second Officer and the Third Officer; the National Association of Marine Engineers is the bargaining representative for four engineer officers on each vessel, namely, the Second Engineer, the Third Engineer, the Fourth Engineer and the Fifth Engineer; the Canadian Communications Association is the bargaining representative for the one Radio Officer employed on each vessel. The Master and the Chief Engineer do not fall within the scope of the deck and engineroom bargaining units, respectively.

During the negotiations the shipowners were represented by E. M. Strang, M. G. Angus and G. E. McKee as their negotiating committee, assisted from time to time by some 30 other representatives of the companies. The employees were represented by J. A. Holmes, President, Canadian Communications Association, D. L. Heard, President, National Association of Marine Engineers, and S. J. Fisher, Eastern Representative, Canadian Merchant Service Guild, as their negotiating committee, assisted from time to time by Wm. Doherty, of the Canadian Communications Association, and J. J. Deslauriers and L. McQuarrie, of the Canadian Merchant Service Guild.

Hereafter in this report the shipowners will be referred to as "the Companies" and the three officers' associations will be referred to as "the Unions".

Agreements between the Companies and each of the Unions were executed effective from October 15, 1946, for a period of one year thereafter, but those agreements have continued in effect while the parties endeavoured to arrive at new agreements.

My commissions directed me to take the necessary steps to negotiate an agreement between the Companies and each of the Unions. As the clauses of such agreements would be practically the same in all three cases, it was agreed by the parties that negotiations affecting deck, engineer and radio officers would be conducted simultaneously.

The Canadian Merchant Marine

At present the Canadian merchant fleet comprises 160 ships, of which 145 are in the 10,000-ton dead weight class and 15

are in the 4,700-ton dead weight class. One hundred and three 10,000-ton vessels and fourteen 4,700-ton vessels are operated by the East Coast Companies, while on the West Coast there are 42 vessels in the 10,000-ton class and one in the 4,700-ton class.

An additional 80 ships have been purchased from the War Assets Corporation by certain East Coast Companies. These ships are at present under charter to the British Government and it is expected that they all will be included in the Canadian service by the summer of 1950.

The Dominion Government owned and operated a merchant fleet during World War I and up to the year 1922, when the vessels comprising the Canadian Government Merchant Marine were sold.

Between 1922 and World War II the Canadian Merchant Marine was limited to a number of oil tankers, privately owned and operated, and a few dry cargo vessels, most of which were owned and operated by the Canadian National Steamships.

To meet the exigencies of World War II, the Canadian Government, through various crown companies and privately owned shipyards, built approximately 240 vessels, which were rapidly constructed with the materials then available. During the War some 160 of these vessels were operated by Park Steamships Limited, a crown corporation, and the remainder were chartered by the British Government.

In 1946 the vessels operated by Park Steamships Limited were sold to private companies on the condition that the vessels would remain under Canadian registry.

For the most part, the companies have had little or no experience as owners or operators, although some of them have had experience as Canadian agents for British and foreign shipowners prior to World War II. Thus it will be seen that the deep-sea dry cargo shipping business is a new industry in Canada and the representations made to me during the course of the negotiations satisfied me that the industry is still experiencing "growing pains".

Economic Factors

Owing to the nature of their construction, the vessels purchased by the Companies from Park Steamships Limited are subject to a high rate of depreciation. Being 10-knot ships, they are also subject to a high degree of obsolescence, inasmuch as they will in the near future have to meet the competition of 16-knot and 18-knot ships being brought into service by

Great Britain, Norway, Sweden, Holland, Greece and other maritime nations which have been engaged in the ocean shipping business for centuries.

From April, 1946, to July, 1947, there was a heavy demand for cargo space at relatively high rates. Since July, 1947, however, there has been a substantial reduction in rates; for example, the rate for carrying coal from Norfolk, Virginia, to Amsterdam, Holland, was \$13 per ton in July, 1947, and the present rate varies from \$8 to \$8.50 per ton.

The Companies have not pleaded financial inability to meet the demands of the Unions for increased remuneration but claim that their present buoyant revenues are offset by high rates of depreciation, a high degree of obsolescence and the imperative necessity of creating substantial reserves for the purchase of newer, faster and more modern ships to meet world competition.

It was intimated by representatives of the Unions that it might be the intention of some of the companies to skim the cream off the present situation and then to retire from the shipping business. The spokesmen of the Companies maintained that so far as they knew all the Companies intend to use their best endeavours to establish a permanent Canadian merchant marine.

The cost of operating an ocean-going vessel is higher under the Canadian flag than under the flag of any other nation in the world except the United States of America. During the course of the negotiations, the following figures with respect to the daily cost of wages, provisions, repairs, maintenance and insurance were submitted:—

British flag	\$460.00
Netherlands flag	480.00
Canadian flag	680.00
United States flag	900.00

It was also stated that while exact figures are not available for Norwegian, Danish, Swedish, French, Italian and Greek flag vessels, they may be assumed to be under \$500 per day in every case. These figures will indicate the competition which vessels of Canadian registry will be obliged to meet in any period when a shortage of cargo exists throughout the world. In this regard, it is significant that between 400 and 500 Liberty ships, which are approximately the same type as those in the Canadian service, are now laid up in American ports.

Industry-wide Bargaining

Many difficulties arise, of course, in the negotiation of any collective agreement on an industry-wide basis, but in the case of the Canadian deepsea shipping industry these difficulties are enhanced by the extreme variation in the nature of the operations of the Companies. Some of the Companies are engaged in what is known as the "liner" trade and have scheduled sailings from Canadian ports to ports in other parts of the world; other companies, on the contrary, are engaged in what is known as the "tramp" trade, picking up cargo wherever and whenever it offers. Some of the Companies are "private carriers", that is to say, they transport a controlled commodity, such as bauxite, while other companies transport mixed or general cargo, and several companies are private carriers part of the year and general cargo carriers in off-seasons. Some of the Companies are mainly engaged in the transportation of bulk commodities such as lumber, coal, grain, oil and gypsum, which in modern ports can be loaded and unloaded much more rapidly than miscellaneous cargo, permitting a quicker "turn-around" of the vessels so engaged. In certain ports, however, owing to congestion or inadequate facilities, long delays occur, whatever the type of cargo carried. Some ships may be away from their home ports for periods varying from 6 to 12 months, while others have short runs and are constantly loading and unloading cargo in ports of call. Some vessels are able to obtain return cargoes while others have to come back in ballast. Some Companies are well managed and are able readily to obtain cargo at profitable rates, while others are not so well situated. In addition to the many variations in the operations of the 160 vessels, there is a similar lack of uniformity in company policy and in the qualities and characteristics of Masters and Chief Engineers. Some Masters, for example, were described as martinets, being most exacting in the service required of their subordinates and arbitrary in the matter of granting shore leave. All these factors contributed to the development of two tendencies during the negotiations:—

(a) on the part of the Companies, an effort to maintain working conditions and a wage schedule that would enable the weakest links in their group to continue in business;

(b) on the part of the Unions, an endeavour to incorporate in the new agreements clauses designed to meet exceptional contingencies and matters that should properly be referred to, and disposed of by, the grievance machinery provided therein.

Area of Agreement

During the course of the negotiations the parties reached tentative agreement on the following clauses, and I recommend that these clauses as tentatively agreed upon be included in any agreements which the parties may subsequently complete:—

1. Duration of agreement
2. Interpretation
3. Change of name, affiliation or ownership
4. No strikes or lockouts
5. Grievance procedure
6. Passes
7. Medical examination
8. Sick pay
9. Shorthanded money
10. Subsistence allowances
11. Standby wages
12. Quarters
13. Linen
14. Penalty cargoes (explosives)

The clauses so agreed upon are on file with the Industrial Relations Branch of your Department.

During negotiations the parties also agreed to omit the following clauses which had been suggested by the Unions for inclusion in the new agreements:—

1. Check-off
2. Disturbed rest
3. Nuisance cargoes
4. Hazardous areas
5. Forfeitures

and also a clause proposed by the Companies with respect to additional duties of radio officers in port.

Another proposed clause, which related to the restriction of officers to their ships, was also dropped and agreed upon as a proper subject for reference to the grievance machinery.

Finally, a proposed clause on severance pay was dropped for the time being and reserved for study in its relation to a pension plan by a committee during the coming year.

Clauses in Existing Agreements to be Retained

Owing to serious disagreement between the parties on major issues, the following

items included in the 1946-47 agreements were not seriously discussed and no conclusions were arrived at with respect thereto:—

1. Definitions
2. Working rules
3. Promotion
4. Breaking of watches
5. Statutory holidays
6. Deckhands in port
7. Clause paramount

I therefore recommend that any provision in the respective existing agreements relating to any of the above-mentioned matters be incorporated in any new agreements reached by the respective parties.

Area of Disagreement

After prolonged negotiation, the major differences between the parties were narrowed to the following items:—

1. Preamble
2. Union security
3. Basic wage
4. Overtime
5. Vacations with pay
6. Uniforms
7. Marine disaster

I propose to deal with these items *seriatim*.

I. Preamble:

The Unions proposed that the Companies execute a single agreement with them covering all licensed personnel, contending that such an agreement would give the Unions added strength. Each Union negotiated a separate agreement for the employees in a specified bargaining unit in the year 1946, and by virtue thereof, under the provisions of P.C. 1003, became the only lawful bargaining representative for such unit. The right of each Union to negotiate a future contract for such bargaining units is established by P.C. 1003. I would regard a single agreement covering all licensed personnel as contrary to the terms of the said Order in Council and therefore cannot recommend it. In my opinion, any agreement arrived at should be evidenced by a separate contract between the Companies and each of the said Unions.

II. Union Security:

(a) **RECOGNITION.**—I recommend that the following clause, which was tentatively agreed upon during the negotiations, be inserted in each agreement:—

The Companies recognize the . . . as the sole collective bargaining agency for the . . . officers within the scope of this Agreement who are now or may be from time

to time employed by the Companies on all deepsea dry cargo vessels of Canadian registry owned and/or bareboat operated by the Companies, . . .

(b) **PREFERENTIAL HIRING.**—During the negotiations the parties reached tentative agreement on the following hiring clause, which the Companies' representatives indicated would be acceptable to them and to which the Unions' representatives raised no serious objection, and, subject to the qualification hereinafter stated, I recommend the inclusion of this clause in the new agreements:—

- (a) The Companies will recognize the . . . as the source of supply for its . . . officer personnel, and such personnel shall be requested from the nearest office of the . . . and through the National Employment Service.
- (b) The Companies shall advise the . . . as soon as possible after the need for officer personnel is known.
- (c) In the event of the . . . being unable to furnish competent officers satisfactory to the Companies when and where required with sufficient promptness to avoid delay in sailing at appointed time, the Companies shall have the right to obtain officers elsewhere, and such officers so obtained shall not be discriminated against by the . . . Where an officer is obtained elsewhere, his name shall be given to the . . . Nothing contained in this clause shall be construed to prevent the Companies re-hiring an officer to whom they have given temporary leave of absence with or without pay.

During the negotiations I was unable to ascertain what service was contemplated by the parties in the phrase "and through the National Employment Service" in paragraph (a) of the above clause. I now understand the National Employment Service has some three hundred branches throughout Canada and has recently organized a "Seaman's Section" of this service. Before the above clause with regard to preferential hiring is incorporated in any new agreement, might I urge upon the parties that they arrange a conference with the Deputy Minister of Labour with the purpose of making maximum use of the nation-wide facilities of the National Employment Service. At such a conference the policies of the Department with respect thereto could be explained and expanded and the necessary undertakings given to make effective the principle embodied in the phrase "preferential hiring".

(c) **ADDITIONAL UNION SECURITY.**—Throughout the negotiations, the Unions requested additional union security provisions beyond the union recognition and preferential hiring clauses. The final position taken by the Unions was a demand

for what is commonly known as the union shop. In practice this would mean that, should the Companies be obliged to engage a non-union member because of the inability of the Union concerned to furnish competent personnel, the man so engaged, if he had not joined the Union in the meantime, would have to be discharged upon the return of the vessel to a Canadian port if the Union were then able to supply a Union member as a suitable replacement.

The Canadian Communications Association is at the present time, and has been throughout the life of the existing agreement, able to supply the requirements of the Companies for radio officers. The other two Unions, on the contrary, are and have been unable to supply the requirements of the Companies. There is a world shortage of deck and engineer officers which is especially pronounced in Canada because prior to the year 1942 this country had practically no merchant marine. There was little opportunity for training as either deck officer or engineer and no incentive to adopt either calling as a life work. Many of those who had such training migrated to Great Britain or other countries that afforded greater opportunity. Mr. Heard said that it will take ten years to correct the situation in so far as engineer officers are concerned. There is some instruction offered in Canada, but neither the number of schools nor the courses of instruction offered are adequate to meet the present demand.

Because of these conditions, Companies have paid the expenses of officers from England and other countries to come to Canada to join their ships, and in some cases have flown officers from Europe. This procedure involves great expense and the Companies feel that they should not be required to discharge a man so engaged should he be unwilling to join the Union at a subsequent date. It is to be noted, however, that in the preferential hiring clause the Companies have agreed to furnish the appropriate Union with the name of any officer engaged of necessity through non-union channels. Consequently, any officer so engaged will be afforded full opportunity to join the Union if he so desires. Many of the officers engaged outside union channels come from countries which are highly unionized and the Canadian Unions should have little or no difficulty in persuading such men to join the Unions. The background is there and, in fact, Mr. Fisher filed a letter in which the writer thereof made application to join the Canadian Merchant Service Guild even

though he had never been asked so to do.

The Union officials stated that with assured revenues they would be in a better position to discipline their members and to evolve ways and means of improving their standards and technical education. They propose to encourage the establishment of schools and courses of instruction for marine officers but would not consider establishing any themselves.

It is true that the National Association of Marine Engineers was established in 1905 and the Canadian Merchant Service Guild in 1917 and that these Unions have for many years represented their respective groups on the Pacific Coast in the coastal and towing trades, as well as some other branches of the marine industry. The Canadian Communications Association was not established until 1943. The 1946-47 agreement was the first contract any of the three Unions ever had in Eastern Canada in any branch of the shipping industry. Their experience was limited to the Pacific Coast. Furthermore, the 1946-47 agreements, in addition to being the first deepsea dry cargo agreements held by the Unions, were the first industry-wide and national agreements they ever had and are among the few national agreements in the whole of Canada.

From what I have already said it will be apparent that the diverse and divergent nature of this industry makes exceedingly difficult the formulation of conditions of employment applicable to every branch of the industry. I feel that the type of union security now requested by the Unions would tend to perpetuate these difficulties.

Much was made of the fact that the Companies had conceded "maintenance of membership" to the Canadian Seamen's Union. However, this Union had supplied practically all the Companies' requirements for unlicensed personnel in the past year and their 1947-48 contract contains the following clause:—

The Union undertakes to have satisfactory personnel available at all times.

The representatives of the deck officers and the engineers would not give a similar undertaking. Union security is not a one way street—obligations as well as benefits must be mutual.

A preferential hiring clause in itself offers a high degree of union security. It obligates the Companies to engage their officer personnel from and through the Unions, and if the Unions were able to supply the required personnel, the entire fleet would be officered by union members exclusively.

As national bodies, the Unions are still in their formative stages. Like the industry itself, the Unions are experiencing "growing pains" and for that reason I cannot recommend even any modification of what is popularly known as the "Rand Formula". I have come to this conclusion with some reluctance for I have an innate prejudice against the "free rider".

III. Basic Wage:

It was common ground between the parties that the basic pay of an officer with certificate of rank is the standard for negotiations and that if an agreement could be reached for certificate of rank, the other classifications, permit and superior certificate, could be readily determined, I propose to deal with basic pay in accordance with this suggestion.

The final proposal of the Unions was an increase of \$30 per month across the board for certificate of rank. The final proposal of the Companies was an increase of \$20 per month across the board for certificate of rank on appointment and they filed a schedule containing a proposal for an additional increase of \$5 per month for each year of completed service with the same company. The difference between the final positions of the parties for certificate of rank is \$10 per month on appointment, which difference is narrowed to \$5 per month in the case of every officer who has completed a year of service with a company. Some, if not all, of the Companies have now been in business for nearly two years and therefore some of the officers in their employ would, under the proposal of the Companies, qualify during the coming year for an increase of \$30 per month over their previous rates of pay and every officer in the employ of a company prior to October 15, 1947, would at some time during the year qualify for an increase of at least \$25 per month.

I believe that the adoption of the proposal of the Companies would promote continuity of employment and that the differentials as between officers holding permits, certificates of rank and superior certificates suggested by the Companies would serve as an incentive to an officer to improve his technical knowledge by obtaining a certificate or a higher certificate, as the case may be.

I recommend an increase of \$5 per month across the board in the basic wage proposal of the Companies and attach hereto a schedule showing my recommendations with respect to the basic rate of pay for each category of officer, according to qualification and length of service.

IV. Overtime:

(a) NON-WATCHKEEPING DUTIES.—The Companies regard the officers as executives upon whom they depend for the care and maintenance of the ship and its cargo both in port and at sea. They also contend that remuneration for such service is included in the basic wage and find a degree of support for their contention in the following sentence taken from the National Maritime Board (British) Order Book, 1946, on page 33:—

It is difficult to reconcile the status of a ship's officer with the meticulous regulation of his hours of duty.

Be that as it may, the 1946-47 agreements contained a provision for compensation for all work performed by the Chief Officer and the Second Engineer in addition to their "watch duties" by extra leave amounting to two and one-half days per month. Owing to the shortage of officer personnel, for the most part it was impossible to grant the additional leave and the officers concerned were compensated therefor in cash at straight time. The 1946-47 agreements also provided for additional compensation to the other officers, both on deck and in the engine room, when working cargo in port.

The Chief Officer and the Second and Third Officers are engaged on watch for 8 hours per day in two broken periods of 4 hours each. This also applies to the Second, Third and Fourth Engineers. It is common ground that each of the said officers has other responsibilities and performs work after he has completed his 8 hours on watch. There is a difference of opinion between the parties as to the amount and kind of work so done. The Companies propose a lump sum varying from \$25 to \$35 per month in compensation for all work done by these officers after they come off watch. For such work the Unions propose that the Chief Officer and the Second Engineer be paid \$85 per month and that the other officers be paid \$1.50 per hour for all work done after coming off watch, to be certified by the Master of the vessel.

The deck officer has a traditional pride in the appearance of his vessel and the engineer has a similar pride in an efficient piece of machinery. The right of officers to some compensation for additional work is admitted by the Companies and the only differences between the parties are the amount of such compensation and the method of computation. That difference in amount is substantial in actual dollars per month per ship and for the entire fleet

in the course of a year that difference aggregates well over \$500,000.

The non-watchkeeping duties of the deck officers are largely supervisory—the actual work is done under the direction of the boatswain, who receives his orders from a deck officer. The engineers must frequently inspect and constantly maintain all the machinery on the ship in an efficient condition. Machinery does need repairs and frequently these repairs extend over a lengthy period and require the experienced technical knowledge of the Second Engineer, who cannot delegate much of this work to subordinates. Because of the shortage of fully qualified engineers the Companies contend that a goodly percentage of the essential repair work is done at considerable cost on shore, which work, but for the shortage of experienced marine engineers, would be done on board during the normal course of the ship's operations.

In substance, the Companies objected to payment at an hourly rate for work done over and above watch duties because, in effect, the officer would be his own time-keeper. If this is a fact, payment for overtime at an hourly rate would necessitate the formulation of a set of rules governing the conduct of officers—a condition which would not only reflect upon the dignity of their rank but also detract from their general responsibility for the care and safety of the ship.

As compensation for all work done over and above watch duties, I recommend that, effective October 15, 1947, the Chief Officer and the Second Engineer be paid \$45 per month; the Second Officer and the Third Engineer be paid \$35 per month; the Third Officer and the Fourth Engineer be paid \$30 per month; the Fifth Engineer be paid \$25 per month; and the Radio Officer be paid \$15 per month.

The attached schedules set forth my recommendations for payment of the amount which is to be regarded as full satisfaction for all work done by any officer in addition to his duties on watch.

The information supplied me as to the nature, kind and extent of the work done by officer personnel in addition to their duties on watch was most indefinite and, by reason thereof, I found it difficult accurately to appraise the proper compensation for such work. Work of this character, for which compensation is expected, should be accurately recorded in the ship's log. May I suggest that, during the intervening months between now and the negotiation of the next contracts, an accurate record be kept in the ship's log of all

work done by officer personnel over and above their duties on watch and that such records be made available as a basis for the determination of proper compensation in future agreements.

I am definitely of the opinion that work of this character, which must necessarily be done, should not be compensated for at penalty overtime rates. It is not, in fact, overtime, as that expression is applied in shore industries. In reality, it is additional compensation for a longer working day than is generally recognized and, because that longer day varies as between different routes and as between different ships in the marine service and in view of the expense involved in keeping a record of such overtime, the flat rate is recommended.

(b) SECURITY WATCHES.—When a vessel is in port there must always be one deck officer and one engineer officer aboard. If the ship is not working cargo, these officers may have little or nothing to do and may go to bed, but they are on call should any difficulty arise. Such restriction to the ship in port is commonly referred to as the keeping of a security watch. The deck officers who keep security watches are the Second Officer and the Third Officer; the engineer officers detailed for security watches are the Third Engineer and the Fourth Engineer.

The 1946-47 deck and engineroom agreements contained the following clause:—

In port when an officer remains on duty all night after having done his 8 hours' day duty, he shall be entitled to the following 24 hours off duty. Where this is not possible, the officer shall be entitled to one day's additional leave.

It is to be noted that this clause had reference to all security watches, whether in home or foreign ports. I would recommend that the words "In port" in the first line of the above-quoted clause be struck out and that the words "In foreign ports" be substituted therefor and, as so amended, that the clause be incorporated in the new deck and engineroom agreements.

During the negotiations just concluded, there was considerable discussion of a proposal that there be cash compensation for security watches in Canadian ports, and the parties eventually arrived at an agreement on the principle of such additional compensation.

The parties agreed, and later disagreed, upon the wording of a clause. The principle having been agreed upon, I recommend that the compensation for a security watch in any Canadian port be the sum

of \$\$, and I feel that the proper wording of such clause can now be safely left to the parties.

The exigencies of the service demand that the Master be in complete control of the ship, both at sea and in port, and his orders must be obeyed. Without detracting from that authority, may I suggest to the Companies that they instruct the Masters of their respective vessels to be as generous as possible in granting shore leave to officer personnel.

V. *Vacations with Pay:*

Under last year's agreements, deck and engineroom officers received 21 days' vacation with pay and radio officers received 30 days' vacation with pay. The Companies propose 21 days' vacation with pay for all three groups and the Unions propose 30 days' vacation with pay for all three groups. This substantially exceeds the provisions that generally prevail for paid vacations in shore employment, but it must be remembered that employees in shore industries have Sunday off, many of them Saturday afternoon, and some all day Saturday. The ship's officer at sea is on duty seven days per week, and even in port has important duties to perform.

In consideration of these facts, I have no hesitation in recommending that, effective October 15, 1947, all three groups of officers be granted 30 days' vacation with pay, excluding subsistence allowances, at the completion of one year's continuous satisfactory service with the same company. I also recommend that, for a shorter period of service, pro rata leave may be granted at the option of the company, but that failure so to do shall not be considered a breach of the respective agreements.

VI. *Uniform:*

In the 1946-47 agreements with the Canadian Merchant Service Guild and the Canadian Communications Association, it was provided that an officer required to wear a company's insignia would do so at no expense to himself. During the negotiations, the Unions proposed that a company which requires its officers to wear uniforms should supply the uniforms, as well as the company's insignia, at no expense to the officers, one complete uniform per annum and one bridge coat every three years to be supplied each officer concerned. The Companies contended that it is the traditional practice for marine officers to outfit themselves and also pointed out that this

request, if agreed to, would involve a substantial cash outlay on the part of the Companies.

In view of the fact that the proposed free issue of uniforms would constitute a radical departure from prevailing practice, I am hesitant to recommend in favour of it, because of the inadequacy of the data which the parties were able to furnish me on this subject.

While it is the prevailing practice for marine officers to supply themselves with uniforms, I do feel, however, that a company which requires its officers to wear a particular insignia should meet the expense involved. Accordingly, I recommend that the new agreements with each of the three Unions should contain a clause providing for the free issue of a company's insignia.

VII. *Marine Disaster:*

The Unions proposed that in the event of a disaster to a ship, the Companies should compensate each officer for the loss of his personal effects. The Companies agreed to do so to the extent of \$250 per capita, but the Unions maintained that the value of an officer's personal effects far exceeds that amount. This is particularly true of engineers, many of whom have a valuable kit of tools. The final proposal of the Unions was that such loss be compensated in the sum of \$450 per capita. The Companies represented that the cost of the insurance against such a risk is 4 per cent or a total cost of \$18 per annum for each officer.

I readily agree that the value of an officer's personal effects, particularly those of an engineer, would well exceed \$450 and I recognize that the amount suggested by the Unions is a compromise figure. It is to be hoped that such loss will be of infrequent occurrence but I recommend that in the event thereof, each officer be compensated to the extent of \$450 for the loss of personal effects through marine disaster.

Comparative Rates of Pay

It is common ground that the officer with certificate of rank may be taken as the average, there being well established differentials for those holding permits and superior certificates. The following table sets out the basic monthly wage rate for officers on Canadian deepsea dry cargo vessels, corresponding as nearly as possible to the vessels now in service, for the years

1939, 1944 and 1946-47, together with the basic rates which I recommend for inclusion in the new agreements:—

Rank	1939	1944	1946-7	Recommended
Chief Officer.	135	234.43	260	285
2nd Officer..	115	209.43	230	255
3rd Officer..	90	179.43	200	220
2nd Engineer	135	234.43	260	285
3rd Engineer	115	209.43	230	255
4th Engineer	90	179.43	200	220
5th Engineer	70	159.43	180	200
Radio Officer	—	—	225	250

From the foregoing it will be readily apparent that in less than a decade the basic wage rates of officer personnel have, on the average, more than doubled.

In the 1946-47 agreements, recognition was first given to the principle of remuneration as overtime for the non-watch-keeping duties of officers. Under this agreement, for example, the Chief Officer and the Second Engineer received remuneration for overtime to the extent of approximately \$21 per month, making the monthly take-home pay for these categories approximately \$281. The adoption of my recommendations, which I am putting forward as a reasonable compromise between the present demands of the Unions and the proposals of the Companies, would result in the Chief Officer and the Second Engineer receiving a monthly take-home pay of \$330.

Summary

The following is a summary of my recommendations:—

(1) The negotiated clauses tentatively agreed upon, as set out on pp. 7-8 hereto, should be included in the agreements.

(2) The clauses referred to on p. 9 hereto be as set out in the respective 1946-47 agreements.

(3) The matters referred to on p. 8 hereto, upon which no agreement was reached, to be dropped.

(4) That the Companies enter into a separate agreement with each of the three Unions involved.

(5) Union recognition—clause as drafted.

(6) Preferential hiring—clause as drafted.

(7) Additional union security—to be dropped.

(8) Effective October 15, 1947, the basic pay of each officer to be in accordance with the schedules hereto attached.

(9) Effective October 15, 1947, the sums set out in the attached schedules as “lumpsum overtime” be paid to all officers in satisfaction of all work done or service rendered in addition to their watchkeeping duties.

(10) Security watch — in Canadian ports, \$8.

(11) Thirty days' vacation with pay after one year's continuous satisfactory service with the same Company.

(12) Companies to furnish uniform insignia, as provided in two of the 1946-47 agreements.

(13) Marine disaster—compensation for loss of officer's personal effects through marine disaster at \$450.

Each agreement has a provision for the settling of grievances but this machinery was not used at all during the year 1946-47. This fact tends to bear out the remark made by Mr. Holmes at our opening session, “the 1946-47 agreements worked comparatively well”. From time to time difficulties were discussed between the individual owners and Union representatives over the telephone and by personal interviews. In this manner practically all the points of difficulty that arose in the 1946-47 year were settled. The parties have negotiated a grievance clause, which is on file with the Industrial Relations Branch of your Department, and which, if used, would dispose of most of their difficulties. I feel that a monthly meeting between representatives of the Unions and the Shipping Federations, both on the east and west coast, would be mutually advantageous and dispose of much in the way of mutual recrimination to which I had to listen during the negotiations.

Conclusion

Any contracts now negotiated will expire on October 15, 1948, when new contracts will be negotiated. In the interval, it is hoped that conditions will become more settled, that the spiral of inflation will have subsided and that there will be substantial decreases in the cost of living. All these were obvious difficulties in the present negotiations. Should my recommendations or any modification thereof be acceptable to the parties, I shall be glad to assist in working out the details of the agreements if so desired.

All of which is respectfully submitted.

(Sgd.) D. A. McNIVEN,
Commissioner.

Regina, January 22, 1948.

SCHEDULE 1.—DECK OFFICERS' MONTHLY WAGE SCALE—VESSELS 7,001-12,000 GROSS TONS

	WITH PERMIT			WITH CERTIFICATE OF RANK			WITH SUPERIOR CERTIFICATE		
	Basic Wages	Lumpsum Overtime	Total	Basic Wages	Lumpsum Overtime	Total	Basic Wages	Lumpsum Overtime	Total
	\$	\$	\$	\$	\$	\$	\$	\$	\$
<i>Chief Officer—</i>									
On appointment.....	270	45	315	285	45	330	305	45	350
After 1 year.....	275	45	320	290	45	335	310	45	355
After 2 years.....				295	45	340	315	45	360
After 3 years.....				300	45	345	320	45	365
<i>2nd Officer—</i>									
On appointment.....	240	35	275	255	35	290	265	35	300
After 1 year.....	245	35	280	260	35	295	270	35	305
After 2 years.....				265	35	300	275	35	310
After 3 years.....				270	35	305	280	35	315
<i>3rd Officer—</i>									
On appointment.....				220	30	250	230	30	260
After 1 year.....				225	30	255	235	30	265

SCHEDULE 2.—ENGINEER OFFICERS' MONTHLY WAGE SCALE—VESSELS 7,001-12,000 GROSS TONS

	WITH PERMIT			CERTIFICATE OF RANK			WITH SUPERIOR CERTIFICATE		
	Basic Wages	Lumpsum Overtime	Total	Basic Wages	Lumpsum Overtime	Total	Basic Wages	Lumpsum Overtime	Total
	\$	\$	\$	\$	\$	\$	\$	\$	\$
<i>2nd Engineer—</i>									
On appointment.....	270	45	315	285	45	330	305	45	350
After 1 year.....	275	45	320	290	45	335	310	45	355
After 2 years.....				295	45	340	315	45	360
After 3 years.....				300	45	345	320	45	365
<i>3rd Engineer—</i>									
On appointment.....	240	35	275	255	35	290	265	35	300
After 1 year.....	245	35	280	260	35	295	270	35	305
After 2 years.....				265	35	300	275	35	310
After 3 years.....				270	35	305	280	35	315
<i>4th Engineer—</i>									
On appointment.....	210	30	240	220	30	250	230	30	260
After 1 year.....	215	30	245	225	30	255	235	30	265
<i>5th Engineer—</i>									
On appointment.....				200	25	225	210	25	235
After 1 year.....				205	25	230	215	25	240

NOTES ON SCHEDULES 1 AND 2:—

1. Service shall be calculated from date of original engagement with the company.
2. An officer promoted from one rank to the next shall start at the basic rate for that position and shall obtain the annual increment only after serving the required time in that position.
3. For vessels 4,501 to 7,000 gross tons, reduce recommended basic rates by \$10 throughout.
For vessels 2,501 to 4,500 gross tons, reduce recommended basic rates by \$20 throughout.
For vessels 1,501 to 2,500 gross tons, reduce recommended basic rates by \$30 throughout.
For vessels 1,500 and under (gross tons) reduce recommended basic rates by \$40 throughout.

SCHEDULE 3.—RADIO OFFICERS' MONTHLY WAGE SCALE

	Basic Wages	Lumpsum Overtime	Total
	\$	\$	\$
1st Class Certificate.....	260	15	275
2nd Class Certificate.....	250	15	265

Conciliation Work of the Industrial Relations Branch During January, 1948, Under the Conciliation and Labour Act

Officers of the Industrial Relations Branch dealt with 6 industrial disputes during the month of January, involving 1,705 workpeople employed in 32 separate establishments. Of these, five were new disputes which originated during the month and one was a situation which had been untermiated as of December 31, and received further attention in January. These disputes were dealt with under the provisions of the Conciliation and Labour Act. They were thus distinct from and in addition to the conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

A statistical analysis of the cases handled during the month is given below.

Industries

<i>Manufacturing</i>	
Animal Foods	1
Metal Products	1
<i>Transportation and Public Utilities</i>	
Water	2
Miscellaneous	1

Service

Public Administration	1
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Nature of Dispute or Situation

Threatened strike	1
Controversy	3
Arbitration	2

Predominant Cause or Object

Increase in wages.....	1
Increase in wages and other changes	1
Employment of Union members only	2
Other Union questions.....	1
Unclassified	1

Disposition

Referred to I.D.I. Commissioner under P.C. 1003	1
Written statement terminating situ- ation	1
Disposition pending	4

Method of Settlement

Investigation only	1
Settlement pending	5

COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

Recent Collective Agreements

A file of collective agreements is maintained in the Research and Statistics Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

An interesting feature of the agreement summarized below concerning the Toronto Transportation Commission and its employees is a provision for a guaranteed week for certain classes of workers.

Manufacturing: Textiles and Clothing

CORNWALL, ONT.—COURTAULDS (CANADA)
LIMITED AND TEXTILE WORKERS UNION
OF AMERICA, LOCAL 779.

Agreement to be in effect from July 1, 1947, to June 30, 1948, and thereafter from year to year subject to 60 days' notice. This agreement is similar to the one previously in effect (L.G., March, 1947, p. 367), with the following changes and addition—

Wage rates: girls starting rate to be 40 cents per hour, increased 3 cents per hour after 2 months, an additional 3 cents after 4 months or on attaining 70 per cent of work quota, an additional 3 cents on reaching 80 per cent of work quota, an additional 3 cents on reaching 90 per cent of work quota and an additional 3 cents or 55 cents per hour on reaching 100 per cent of work quota. Girls who fall below 100 per cent shall have their pay reduced accordingly and may be discharged if work remains below 80 per cent of work quota after an initial warning.

Vacation has been increased from 10 days to 2 weeks with pay for employees with 5 or more years' service with the company. For employees with less than 5 years' seniority, vacation remains the same.

KINGSTON, ONT.—CANADIAN INDUSTRIES LTD.
(NYLON DIVISION) AND CANADIAN
CHEMICAL DIVISION LOCAL 13160 OF
DISTRICT 50 UNITED MINE WORKERS OF
AMERICA.

Agreement to be in effect from July 24, 1947, to July 23, 1948, and thereafter till 60 days' notice. The company recognizes the union as the exclusive bargaining agent of the employees during the term of the agreement. There shall be no discrimination, intimidation, or coercion because of membership or non-membership in the union.

Hours of work: normal hours for day workers 8 per day Monday through Friday, 4 on Saturday, a 44-hour week, except that for certain employees assigned to day work and employees assigned to shift work the normal hours may vary from 8 hours per day 6 days a week to 8 hours per day 5 days per week

Overtime: time and one-half for work in excess of the normal work day and for all work on 8 specified holidays. Double time for work on regularly assigned day of rest.

Two 10-minute *rest periods* shall be granted all employees during the regular working day. Maintenance day workers, package preparation operators, shipping operators, power house labourers and stores employees shall be granted a 5-minute wash-up period before lunch time and a 10-minute wash-up period before the end of their working day. The latter to be used for putting away tools, cleaning work benches and making out time report sheets as well as for washing.

Hourly wage rates: minimum hiring rate—adult male 73 cents (cafeteria 68 cents), female 52 cents (cafeteria 47 cents). Production department—package preparation and winding service operators 56 cents; doubling operator, sizing operator, scale clerk and spooling operator 67 cents; coning operator and final inspector 71 cents; labourers grade 1 (inside) 73 cents; draw-twist and shipping operators and drawtwist inspector 77 cents; solution and uptwist operators 81 cents; drawtwist and spinning operators (1st floor) 89 cents; spinning day man, spinning block, Dowtherm and Inert gas operators, spinning operators (2nd floor) 94 cents; spinners and spinning relief operators \$1. Technical department—67 cents to \$1. Maintenance—helpers (boys) 58 to 68 cents; general helpers 73 cents; labourers grade 2 (outside), gardeners, shop helpers, textile repair helpers 77 cents; tool crib attendant 81 cents; bench mechanic (textile repair) 86 cents; oilers 81 to 92 cents; patrol mechanics 86 to 98 cents; reconditioning mechanics 92 cents to \$1.05; bulldozer operators 92 cents; painters, sheet metal workers, 92 cents to \$1.05; carpenters, electricians, pipefitters 86 cents to \$1.11; welders, machinists 98 cents to \$1.11. Power House—labourers 77 cents, stationary engineers (classes 2 to 4) 81 cents to \$1.11. Cafeteria—51 cents for helper to 95 cents for class 1 chef. Cafeteria employees are entitled to food to the value of 40 cents each day without charge. Stores and transportation—stores employees 73 to 89 cents, truck drivers 81 cents. Employees on 21 shift operations will receive 2 cents per hour extra, while those employees working on shifts beginning after 3 p.m. and before 3 a.m. shall receive a premium of 5 cents per hour.

Provision is made for *seniority rights*, for a *joint production committee* and *grievance procedure*.

Manufacturing: Metal Products

MONTREAL, P.Q.—R.C.A. VICTOR COMPANY
LIMITED AND UNITED ELECTRICAL, RADIO
AND MACHINE WORKERS OF AMERICA,
LOCAL 531.

Agreement to be in effect from November 7, 1947, to November 6, 1948, and for an additional year unless 60 days' notice is given by either party.

The company recognizes the union as the sole bargaining agency for all eligible employees.

Maintenance of membership: all present union members shall remain members as a condition of employment for the term of the agreement. All new employees shall join the union 15 days after they start work and shall remain members for the term of the agreement as a condition of employment in the company.

Check-off: the company agrees to check-off union dues and initiation fees for all employees who have requested or may request same for the duration of the agreement. There shall be no discrimination on account of sex, race, colour, creed, or national origin.

Hours of work: 9 per day Monday through Friday, a 45-hour week. Two 10-minute rest periods will be allowed per day. Employees will also be allowed 5 minutes at the end of shift to put away tools and wash up.

Overtime: time and one-half for work in excess of the regular hours up to 3 hours in any one day and for work on Saturday afternoon. Double time for overtime work over 3 hours in any day and for all work on Sundays. Eight specified days for employees working the shifts immediately preceding and following the holiday are paid holidays.

Vacation: one week with pay to employees with one year's seniority, 2 weeks with pay to employees with 3 years' seniority and 3 weeks with pay for employees with 25 years' seniority. Employees with less than one year's seniority will be allowed one-half day for each complete month of service with the company and pay equal to 2 per cent of total earnings while with the company.

Hourly wage rates including an increase of 6 cents per hour effective November 7, 1947, range from a starting rate of 64 cents for wage bracket 1 to a starting rate of \$1.39 in wage bracket 16. At the end of 2, 4 and 6 months increases of 5 cents per hour are granted till the job rates of from 79 cents to \$1.54 are reached. The starting rate for men shall be not less than these latter rates. Wage increases in the rate range above these job rates for each wage bracket will be based on merit and applicable to employees on day work operations only. The day work maximum range is 84 cents to \$1.59.

Effective May 7, 1948, an increase of 4 cents will be added to all rates. Hourly paid employees working on the night shifts shall be paid a premium of 8 per cent of the employee's basic hourly rate.

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

**Transportation and Public Utilities:
Electric Railways and Local
Bus Lines**

MONTREAL, P.Q.—THE MONTREAL TRAMWAYS COMPANY AND THE CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS.

Agreement entered into October 1, 1947, to be in effect from July 1, 1947, to June 30, 1948, and thereafter until revised or superseded. This agreement is similar to the one

previously in effect (L.G., July, 1945, p. 990), with the following changes, some of which were made in the agreement effective July 1, 1946, to June 30, 1947, which was not summarized in the LABOUR GAZETTE:—

Wage increases effective July 1, 1946, of 19 cents per hour for conductors, motormen and car starters, 21 cents per hour for one man car operators, 20 to 21 cents per hour for autobus chauffeurs and 14 to 15 cents per hour for hillmen and switchmen. An additional 8 cents per hour increase effective July 1, 1947, to all hourly rated employees was also granted. The hourly rates are therefore 83 cents during first year, 93 cents thereafter for conductors, motormen and car starters and 90 cents during first year and \$1 thereafter for one man car operators.

Rolling Stock Department

In the Youville shops hourly wage rates were increased July 1, 1946, by 18 to 27 cents for most trades, car scrubbers were increased 14 to 17 cents and labourers 14 cents with an additional increase of 8 cents to all July 1, 1947. In the car barns the increases were 19 cents mostly, others 18 to 21 cents, except car and shop cleaners 14 cents with an additional 8 cents July 1, 1947.

Construction Department

In track division increases were mostly 19 to 21 cents, trackmen 16 to 18 cents, labourers 14 cents; in track service division increases ranged from 17 to 23 cents; in buildings and structures division increases were 19 to 23 cents except labourers 14 cents and truck drivers 12 cents with an additional 8 cents to all July 1, 1947.

Autobus Mechanical Department

Increases ranged from 19 to 24 cents except for helpers 16 and 17 cents, tire repairmen 17 and 18 cents and apprentices 10 to 26 cents with an additional 8 cents to all July 1, 1947.

Power Department

Station operators increased 23 to 27 cents, dynamo tenders 19 cents, inspectors and supervisors \$60 per month and meter inspectors \$50 per month; electrical maintenance 20 to 23 cents per hour, except helpers 17 to 19 cents. Mechanical division—shift engineers increased 27 cents, assistants 22 cents, firemen 17 to 19 cents with an additional 8 cents per hour to hourly rated employees and \$17 per month to monthly paid employees.

Overhead Department

Increases 19 and 20 cents with an addition 8 cents July 1, 1947.

Cashier's Department

Increases \$32 to \$52 per month, with an additional increase of \$17 per month July 1, 1947.

Other Provisions of Agreement

The 25 per cent of the amount in excess of \$15,000,000 of the total annual receipts of the company to be paid to all employees with at least one year's standing earning \$2,500 per year or less is omitted from the agreement.

Vacation was increased from 6 days with pay to 12 days with pay effective in 1947. Holidays are increased from 7 to 8.

TORONTO, ONT.—THE TORONTO TRANSPORTATION COMMISSION AND AMALGAMATED ASSOCIATION OF STREET, ELECTRIC RAILWAY AND MOTOR COACH EMPLOYEES OF AMERICA, DIVISION No. 113.

Agreement to be in effect from October 1, 1947, to September 30, 1949, and thereafter from year to year subject to notice.

Union shop and check-off: all eligible male employees including those under 65 years of age in classifications covered by the agreement, unless holding membership in any other labour union and working at their craft, must within 30 days become and remain members in good standing of the Association and all new men who may enter the service shall become and remain members in good standing within 60 days after qualification. The commission agrees to check-off and remit to the association monthly from the pay of each employee covered by the agreement the proper dues and from members who authorize all dues and such assessments as may be assessed against such members. All employees seeking admission shall be admitted by the Union and in case a member is suspended from the Union the commission shall have the right to maintain such employee in its service.

Vacation: 2 weeks with pay will be allowed all hourly rated employees with 12 months' continuous service with the commission, 3 weeks with pay for all hourly rated employees with 20 years' continuous service. All hourly rated employees and certain clerical staff shall be paid time and one-half for all work on 8 specified holidays.

Cost-of-living adjustment—it is agreed that a cost-of-living adjustment will be made in addition to the base wage rates as set out in the agreement to be computed on the following basis: if after October 1, 1947, and after the following dates—January 3, March 27, July 3, September 25, 1948, January 1, March 26, July 2 and September 24, 1949—the last available cost of living index of the Dominion Bureau of Statistics has risen or fallen 3 points or more above or below the index figure of September 30, 1947, then the parties agree that the hourly rates of wages will be increased or decreased 2 cents per hour for each 3 points change in the cost of living index. Monthly rates of employees covered by the agreement will be correspondingly adjusted by \$1.62 per month for each one cent per hour adjustment for hourly rated employees. The base rates contained in the agreement are considered the minimum wage rates regardless of the above clauses.

Provision is made for a *pension fund, retirement gratuities, a disability allowance* to employees with a minimum of 10 years' continuous service who have been incapacitated since January 5, 1940, and who are still on the Commission's payroll and members of the Pension Fund Society and also *sick benefit and medical services.*

Transportation Department

Hours: 8-hour day, straight time, with a leeway of one-half trip to complete schedule for two-thirds of the crews, so far as practicable. When practicable there shall be a 5-day week. All trainmen, city and suburban bus and coach drivers required to take cars, trolley coaches or buses at the first time reporting for the day, report to

the office supervisor 10 minutes before scheduled time, or when required to relieve on the street for the second and subsequent time and when not required to report to the office supervisor, they will be allowed travelling time equivalent to time required between carhouse and relief point, in excess of 10 minutes, at the regular rate of pay, such time in each case not to be computed as platform time. Trainmen, city and suburban bus and coach drivers on scheduled runs shall be paid for any extra time caused by being late when being relieved or running cars, trolley coaches or buses into carhouses or garages when such delay is 10 minutes or over, on cars, trolley coaches or buses engaged in city and suburban services. No man shall be given set off-days from 28-day period to 28-day period but shall take off-days in accordance with his position on the board, except in cases mutually agreed upon. Off-days to be given consecutively whenever possible.

Overtime shall be paid at time and one-half for all combined work over 8½ actual working hours, or in excess of 12½ hours spread for 2 or more piece crews. Time and one-quarter will be paid for Sunday work. No extra payment will be paid for overtime on Sundays.

Guaranteed work: the Commission guarantees to each extra trainman, city and suburban bus or coach driver, and interurban coach driver, engaged on the work of the Commission, a minimum for each regular pay period worked, equal to the equivalent of 7 hours' pay (at the standard rate applicable in each case) per day, 5 days per week, provided that such man reports for work and carries out the duties assigned to him. All scheduled crews for trainmen, drivers of city and suburban buses and coaches will be paid at least 8 hours per day.

Uniforms: the Commission will pay half the cost of the uniforms for trainmen and drivers who have one year's seniority and will provide free uniforms for those employees who have over 2 years' seniority. No employee shall be required to pay for more than one uniform and a half. Summer wearing apparel will be provided on alternate years as soon as available.

Hourly wage rates: starting, intermediate and maximum rates for certain classes—conductors and motormen 97 cents, 99½ cents and \$1.02; pay-enter car operators and bus and coach drivers \$1.02, \$1.04½ and \$1.07. Operators, motormen, conductors and drivers while in charge of trainees shall be paid 15 cents per hour extra.

Interurban coach drivers—the day's work will be arranged to suit the requirements of the business, and existing arrangements as to personnel shall be continued. When practicable there shall be a 5-day week. Interurban coach drivers required to take coaches at a terminal or garage at the first reporting for the day shall report to the terminal at least 10 minutes ahead of scheduled time, and in the event of their not reporting 10 minutes ahead of time, the runs shall be filled with other men if available. Where there is no person in charge of a terminal or at a starting point, then the same general principles will apply.

Rolling Stock Department, Shop and Car House Employees and Garage Department Employees

Hours: 8 per day for shop, car houses and garages. When practicable there shall be a 5-day week.

Overtime: time and one-half for work after regular 8-hour day, for work on regular off-day and for work on Saturday afternoon done at the request of the Commission by those who normally do not work on Saturday afternoon. Time and one-quarter for assigned Sunday work for those who normally do not work on Sundays. No extra payment for overtime on Sundays.

Employees will be allowed 5 minutes in which to wash before leaving work. Two suits of overalls will be supplied free of charge every year to each hourly rated employee requiring them.

Hourly wage rates—starting, intermediate and maximum rates for certain classes: watchmen, janitors—87 and 90 cents; shop helpers and car checkers—91 and 94 cents; steam jenny, shop mule, transfer table operators and motor repairmen (grade 3) 94, 96 and 98 cents; motor repairmen (grade 2) \$1.02, \$1.04½ and \$1.07, motor repairmen (grade 1) \$1.07, \$1.10 and \$1.13, wiring 91 cents to \$1.25; armature room 94 cents to \$1.19; blacksmith shop 94 cents to \$1.19; machine shop 94 cents to \$1.25 (excluding lead hand); truck section 91 cents to \$1.19; street car metal body repair 94 cents to \$1.19 (excluding lead hand); woodworking machine shop 91 cents to \$1.19 (excluding lead hand); street car wood body repair shop 94 cents to \$1.25, bus and coach body repair shop 94 cents to \$1.19 (excluding lead hand); upholstery section 97 cents to \$1.19 (excluding lead hand); paint shop 91 cents to \$1.13 (excluding lead hand); stores 91 cents to \$1.07; repair 87 cents to \$1.19; inspection 94 cents to \$1.13; shed 87 to 98 cents (excluding lead hand); shop 87 cents to \$1.25.

Way and Structures Department

Hours: daily hours of work will be governed by urgency of the work on hand, but normally there will be an 8-hour day or 4-hour half day. A 5½-day week will be

worked by all employees except those in the buildings maintenance section of the Way and Structures department who will work a 5-day week and those employees in the way shop section who will work a 5-day week from November 1 to April 30 inclusive. The Commission guarantees to every employee in the above department a minimum of 7 hours' per day regularly scheduled work day or 3½ hours' pay per regularly scheduled half work day provided such employee reports for work and carries out the duties that may be assigned to him.

Overtime: time and one-half for work in excess of 8 hours per day for those on an 8-hour day, and for all work on regular off-day. Time and one-quarter for assigned work on Sundays. No extra payment for overtime on Sunday.

Employees shall be given 5 minutes in which to wash before leaving work.

Two suits of overalls will be supplied free of charge every year to each hourly rated maintenance employee requiring same. Protective clothing shall be provided for the emergency crews and switch cleaners.

Hourly wage rates—starting, intermediate and maximum for certain classes: building maintenance—labourers 91 and 94 cents; bricklayers, steamfitters and plumber's helpers and truck drivers 94, 96 and 98 cents; roofers and painters \$1.02, \$1.04½ and \$1.07; bricklayers, steamfitters and plumbers \$1.13, \$1.16 and \$1.19; material and heating 91 cents to \$1.13; fire marshal's section 87 cents to \$1.13; paving and drain section 91 cents to \$1.07; track shop and yard 87 cents to \$1.25 (excluding lead hand); track-switches-welding-grinding 87 cents to \$1.19 (excluding lead hand).

Divisional Clerks

Hours: the day's work will be arranged to suit the requirements of the business and existing arrangements as to personnel shall be continued. When practicable there shall be a 5½-day week.

Overtime: time and one-half for all work over 8½ actual working hours and for all work on public holidays. Divisional clerks will receive regular rates of pay for all work on Sundays.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into

contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING DECEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Canadian Commercial Corporation				
Bedford Basin, N.S.	Construction of spur railway line from C.N. Railway, Magazine Establishment.	Diamond Construction Co. Ltd., Fredericton, N.B.	\$23,347 00	Sept. 10, 1947
Leachine, P.Q.	Repair of hanger trusses at R.C.A.F. Station.	A. F. Byers Construction Co., Ltd., Montreal (28), Que.	5,000 00	Jan. 7, 1948
Rentrev, Ont.	Replacing of the existing hot air heating system in the Armory with a new steam heating plant.	Williams Bros., Ottawa, Ont.	16,415 00	July 10, 1947
Rockcliffe, Ont.	Construction of permanent married quarters at R.C.A.F. Station.	Hill-Clark-Francis, Ltd., New Liskeard, Ont.	834,000 00	Dec. 11, 1947
Toronto, Ont.	Alterations to Canadian National Exhibition Building for Trade Fair.	Canadian Engineering and Contracting Co., Ltd., Hamilton, Ont.	211,450 00	Oct. 7, 1947
Trenton, Ont.	Interior painting of O.R. Mess, Building 10, O.R. Carteen, Building 25, Administration Buildings 1 and 11, at No. 6 Repair Depot.	J. O. Dougall Ltd., Toronto, Ont.	5,500 00	Sept. 29, 1947
Rivers, Man.	Construction of permanent married quarters at R.C.A.F. Station.	North American Building Ltd., Winnipeg, Man.	834,000 00	Dec. 11, 1944
Esquimalt, B.C.	Repairs to roofing, H.M.C.S. "Naden".	Home Building Products Ltd., Victoria, B.C.	15,263 00	Dec. 30, 1947
Jericho Beach, B.C.	Cleaning and painting the exterior of buildings 103, 104 and 105. Headquarters.	Mort. Brown Ltd., Vancouver, B.C.	3,322 00	Oct. 24, 1947
Central Mortgage and Housing Corporation				
Kitchener, Ont.	Construction of houses.	Reitzels Ltd., Waterloo, Ont.	70,000 00	Oct. 23, 1947
Ottawa, Ont.	Plumbing and heating installations.	W. G. Edge Ltd., Ottawa, Ont.	445,603 00	Aug. 11, 1947
Vancouver, B.C.	Cleaning and levelling work.	Walsh & Greenfield, New Westminster, B.C.	32,400 00	Dec. 3, 1947
Department of Public Works				
Drum Head, N.S.	Wharf replacement.	Roland M. Myers, Cook's Cove, N.S.	149,895 90	Oct. 8, 1947
Sandford, N.S.	Breakwater extension.	M. A. Condon & Son, Kentville, N.S.	114,170 35	July 28, 1947
Montreal, P.Q.	Interior painting and decorating in the Place d'Armes Post Office.	J. J. Shea & Co. Ltd., Montreal, P.Q.	8,000 00	Sept. 30, 1947
Montreal, P.Q.	Installation of air conditioning equipment at Currie Hospital.	Ross & Greig, Engr., Montreal, P.Q.	9,282 00	Oct. 3, 1947
Fort Frances, Ont.	Construction of a boathouse.	Wellington Smith Ltd., Fort Frances, Ont.	14,426 00	Aug. 5, 1947
Hamilton, Ont.	Harbour improvements (Service wharf—Marine Dock).	Russell Construction Co., Ltd., Toronto, Ont.	32,835 90	Nov. 14, 1947
Latchford, Ont.	Repairs to the concrete piers and gans on the dam.	Intrusion Prekapt Ltd., Toronto, Ont.	114,950 00	Nov. 14, 1947
Ottawa, Ont.	Repairs and alterations to plumbing system, Parliament Building (Centre Block).	Wilfrid D. St. Cyr, Hull, P.Q.	12,913 64	Oct. 8, 1947
Ottawa, Ont.	Foundation for greenhouse and root cellar, Dominion Experimental Farm.	Doran Construction Co. Ltd., Ottawa, Ont.	11,340 00	Nov. 7, 1947
Port Rowan, Ont.	Harbour repairs and improvements.	Ontario Construction Co. Ltd., St. Catharines, Ont.	29,692 00	Nov. 12, 1947
Rondeau, Ont.	Repair of the East Pier.	Canadian Dredge & Dock Co., Ltd., Toronto, Ont.	28,042 40	Sept. 29, 1947

Sault Ste. Marie, Ont.	Construction of a Public Building	McLerdy Brothers & Brodie, Sault Ste. Marie, Ont.	\$594,710 00	Nov.	1, 1947
Toronto, Ont.	Harbour improvements	Russell Construction Co., Ltd., Toronto, Ont.	15,884 00	Sept.	30, 1947
Brandon, Man.	Installation of new steam boilers in Old Public Building	Neale, Storchard & Chapman, Brandon, Man.	8,849 89	Oct.	3, 1947
Winnipeg, Man.	Addition to boiler house and utilities building for Prosthetic Services, Deer Lodge Hospital	G. A. Baert, St. Boniface, Man.	102,658 00	July	11, 1947
Calgary, Alta.	Interior painting and redecorating of Public Building	Sands & Son, Calgary, Alta.	23,666 00	Oct.	30, 1947
North Battleford, Sask.	Alterations for Hospital Building No. 19-13 S.F.T.S.—R.C.A.F.—for Indian Health Services	C. M. Miners Construction Co., Ltd., North Battleford, Sask.	13,692 00	Oct.	24, 1947
Vancouver, B.C.	Additional buildings to new boiler room, Shaulghnessy Hospital	Fred Welsh & Son, Vancouver, B.C.	18,544 00	Oct.	23, 1947
Victoria, B.C.	General repairs, fencing, trail improvements, etc., at Astro physical Observatory	James McDonald Construction Co. Ltd., Victoria, B.C.	42,190 00	Dec.	4, 1947
William Head, B.C.	General repairs, painting, etc., at Quarantine Station	Canada Paint & Contracting Co., Victoria, B.C.	14,320 00	Dec.	4, 1947
Nanaimo, B.C.	Dredging	The Nanaimo Towing Co., Ltd., Nanaimo, B.C.	12,800 00		*
Thetis and Kuper Islands, B.C.		Coast Quarries Ltd., Vancouver, B.C.	22,360 00		*

*The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

Department of Transport

Dorval, P.Q.	Construction of waterworks, etc. for two staff residences at Montreal Airport	Prefabricated Homes Co., Montreal, P.Q.	6,650 00	Dec.	15, 1947
Malton, Ont.	Construction of power house at Toronto Airport	Fried Construction Co., Toronto, Ont.	26,249 00	Oct.	27, 1947
Saskatoon, Sask.	Construction of instrument landing facilities	Eyans Gravel Surfacing Co., Ltd., Saskatoon, Sask.	46,550 80	Sept.	12, 1947

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During December

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

During the month of December the Department of Labour prepared 43 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 37 construction contracts were awarded by the various government Departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other bona fide interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that

"where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation".

(2) Contracts for the Manufacture of Supplies and Equipment

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation	4,736	\$2,676,731.00
Post Office	14	153,037.78
R.C.M.P.	10	122,691.01

VOCATIONAL TRAINING

Changes in Composition of Vocational Training Advisory Council

Since the meeting of the Vocational Training Advisory Council in October, 1947, several changes have been made in its composition, due to the fact that the term of office for members is three years.

The following members of Council retired: Mr. E. R. Complin, Industrial Relations Manager, Canadian Industries Limited, Montreal, P.Q.; Dr. F. H. Sexton, Wolfville, N.S.; Miss B. Oxner, Director of Women's Work, University of Saskatchewan, Saskatoon, Sask.

The three aforementioned members of Council were replaced by: Mr. W. H. C. Seeley, Employers' Representative, Toronto Transportation Commission, Toronto, Ont; Mr. E. K. Ford, Director of Vocational Education, Nova Scotia Technical College, Halifax, N.S.; Miss Marion M. Graham, Saskatoon, Sask.

Although Major P. A. Milette, one of the representatives from the Province of Quebec, had not completed his full term of office, he resigned from the Council and

was replaced by: Mr. Gustave Poisson, Deputy Minister, Department of Youth and Social Welfare, Quebec, P.Q.

Mr. Norman S. Dowd, Executive Secretary, Canadian Congress of Labour, Ottawa; Mr. J. G. Herwig, General Secretary, Canadian Legion, Ottawa; and Dr. Fletcher Peacock, Director of Educational Services, Department of Education, Fredericton, N.B., were all reappointed to the Council for a further term of three years.

The next meeting of the Advisory Council will take place in Ottawa on April 28, 1948.

Appointment of Supervisor of Technical Training

Mr. Charles Ross Ford of Edson, Alberta, reported to the Training Branch of the Department of Labour on January 9 to assume the appointment of Supervisor of Technical Training. Mr. Ford was

appointed to this position as a result of a Dominion-wide competition which was held some time ago.

Mr. Ford's primary duty in Ottawa will be the supervision of activities carried out

under the Vocational Schools Assistance Agreements. It is anticipated that he will also assist in the technical training of apprentices and the general development of vocational education across Canada.

Convention of American Vocational Association

Vocational education officers and teachers to the number of 2,300, drawn from most of the countries of the western hemisphere, attended the convention of the American Vocational Association at Los Angeles, California, December 15 to 18, 1947. The Association has a membership of over 23,000, which number includes large representations from business occupational groups. The Vocational Training Branch of the Federal Department of Labour was represented at the convention by its Assistant Director, Brigadier J. E. Lyon.

The Convention lasted for four days and dealt with an extensive agenda covering many phases of vocational training in industry, agriculture, the distributive occupations, the industrial arts and home economics. In addition, there were panel conferences on supervisory and foremanship training and vocational guidance. With the exception of four plenary sessions, the work of the convention was conducted on the panel method.

Brigadier Lyon presented a paper on Vocational Education in Canada which evoked much interest and discussion, inasmuch as the Canadian plan of agreements on vocational education between the Dominion and the provinces appeared to offer advantages not found in American procedure.

The problems arising from the serious shortage of teachers in the United States also aroused much interest. During an address by Mr. Oscar R. Ewing, Administrator of the Federal Security Agency at

Washington, it was disclosed that some 350,000 teachers had left the profession between 1940 and 1945. As a result, about 2,000,000 American children are without educational facilities, in spite of the fact that approximately 100,000 persons who do not possess the minimum qualifications are teaching in the United States on temporary permits. Another disturbing factor was revealed that indicated a disparity in provisions for education in the several states. Thus, some of the wealthier states set up annual school budgets of \$4,000 per classroom, while certain other states restrict themselves to about one-tenth of this amount.

The groups dealing with supervisory and foremanship training were addressed by personnel managers of several large industrial concerns, including General Motors, the Aluminum Company of America and the Union Oil Company. These companies and many others in the United States provide training for their supervisory employees as regular, routine procedure, and their methods and experience in such work proved of interest and value to the delegates. It was the consensus of opinion at the convention that while supervisory training is the responsibility of industry, small plants require government assistance.

Another panel dealt with Inter-American industrial education. It was disclosed that Brazil had been sending several of its Directors of Vocational Schools to certain American Universities for brief intensive teacher training courses. Others will be sent in 1948.

LABOUR LAW

Recent Regulations Under Dominion and Provincial Legislation

With the extension of the Transitional Measures Act to March 31, the Wartime Labour Relations Regulations (P.C. 1003) may remain in force until that date. In view of the changes in the Dominion-Provincial arrangements for higher old age pensions, the maximum pension for the Northwest Territories has been raised by five dollars. Transitional measures regarding out-of-work benefits for seamen have been cancelled since the latter have been brought under the Unemployment Insurance Act.

In both Alberta and British Columbia special provision has been made to permit employment in connection with logging for longer hours without punitive rates. The British Columbia Order affects male office employees; the Alberta Order applies for the season to hours worked up to 10 hours in a day after which time and one-half must be paid. In Saskatchewan the trade of natural gas and petroleum pipe-line fitters has been brought under the Apprenticeship Act.

DOMINION

Continuation of Transitional Measures Act

On petition of the Senate and the House of Commons to the Governor General and by an Order in Council (P.C. 5304) of December 30, gazetted January 8, the above Act is to remain in force until March 31 next. The Act provided that if Parliament sat in November or December of 1947, the Act would expire on December 31, unless renewed by a petition of Parliament. If Parliament did not meet, the Act was to continue until 60 days after Parliament first met in 1948.

The Wartime Labour Relations Regulations, P.C. 1003, as amended, are continued in force. Others continued include the Order concerning the evacuation and relocation of Japanese persons in Canada, and the Order giving financial assistance to voluntary repatriates to Japan and for liquidation and transfer of their assets to Japan.

Explosives Act, 1946

The Explosives Regulations have been amended and re-issued in an Order in Council (P.C. 4615) which was gazetted on December 24. They replace those issued under P.C. 5115 of December 12, 1946 (L.G., 1947, p. 196).

Old Age Pensions Act

New regulations under the Act are to come into force in the Northwest Territories under P.C. 5285 of December 23,

gazetted January 14. The Act states that as soon as it has come into effect in Provinces adjoining the Territories, the Commissioner of the Territories may submit a scheme for its application in that area. This was done in 1929 and the Statute was brought into effect by P.C. 114 (L.G., 1929, p. 167). In view of the new arrangements recently completed between the Dominion and the Provinces (L.G., 1947, p. 1682), whereby the \$30 monthly pension now payable is made up as to 75 per cent by the Dominion and the remainder by the Province concerned, it was necessary to revoke the 1929 Order in Council and one of 1938 (L.G., 1938, p. 636), the latter extending coverage of the Act to blind persons.

The Dominion undertakes to pay a maximum pension of \$360 yearly in the Territories, which is the amount agreed upon between the Dominion and Provinces, although certain Provinces supplement this by additional amounts. This amount will be reduced in some circumstances according to marital status, whether the pensioner is blind or sighted, other sources of income, etc. Persons in the Territories now receiving a pension are entitled to a supplemental pension of \$35 representing \$5 per month for the months of May to November inclusive in 1947.

Unemployment Insurance For Merchant Seamen

The Merchant Seamen's Out-of-Work Allowances Regulations (P.C. 3396) of August 9, 1946 (L.G., 1946, p. 1274) issued

under the National Emergency Transitional Powers Act, providing unemployment benefits for certain seamen, have been revoked by P.C. 4939 of December 3, gazetted December 24. The 1946 Order closed merchant seamen manning pools and provided for the payment of benefits until the Bill under the Unemployment Insurance Act bringing Canadians employed on Canadian vessels operating out of Canadian ports was enacted. The amendments to the Act were given Royal Assent on August 31, 1946 and came into effect on October 1 (L.G., 1946, p. 1468).

Unemployment Insurance Act

Regulations under the Act issued in P.C. 4854 of December 3, and P.C. 5051 of December 8, gazetted December 24, are described on page 1813 of the December issue and page 202 of this issue of the LABOUR GAZETTE.

PROVINCIAL

Alberta Labour Act

Wages and Hours in Lumbering

Persons employed by logging and railway-tie contractors and in saw planing mills in rural districts are permitted by an Order of December 6, gazetted December 15, to work a maximum of 10 hours a day and 208 hours in a month from December 15 to March 31, 1948, instead of the normal statutory eight hours a day and 48 a week.

Time and one-half is to be paid for all hours worked in excess of ten in a day or of 208 in a month, "whichever is the greater amount", rather than for the hours in excess of nine in a day or 48 in a week as provided by the Act and Male Minimum Wage Order No. 1 (1947) (L.G., 1947, p. 843).

British Columbia Male Minimum Wage Act

Male office employees in logging camps have been added to the group of workers exempted from the provision requiring time and one-half the regular rate of pay for hours worked in excess of 8 in a day and

44 in a week. Others exempted are supervisory personnel, persons making shingle bolts, transportation workers, boom-men, boat-men and emergency fire-fighters, as set out under Male Minimum Wage Order No. 1 (1947) (L.G., 1947, p. 198). The addition to this Order was made by Male Minimum Wage Order (1917) of December 18, gazetted January 2, to take effect on January 1 and remain in force until April 30 of this year.

Saskatchewan Apprenticeship Act

The trade of natural gas and petroleum pipe-line fitters was proclaimed a "designated trade" under the Act on December 5, gazetted December 20.

The general Regulations of April 12, 1946 (L.G., 1946, p. 833) have been amended so that, in the case of a man who has served a sufficient apprenticeship to entitle him to a certificate of qualification, the man himself or a trade union, as well as the employer, may apply for his examination. Previously, only the employer was permitted to ask for such an examination. This amendment was made by Order in Council 1872 of December 5, gazetted January 3.

Saskatchewan Hospitalization Act

Out-of-province benefits for a maximum of 60 days in a year may be paid after January 1 from the Saskatchewan Hospitalization Fund to any beneficiary receiving treatment in a hospital owned by the Government of Canada and operated by the Department of Veterans Affairs. The benefits are limited to public ward or minimum accommodation and such other hospital services as may be provided in Saskatchewan up to an average maximum of \$4 a day, although larger or smaller amounts are stipulated for certain types of cases. Persons having a paraplegic condition may be given benefits for a longer period on certain conditions.

These changes in the regulations of August 6 last were made by Order in Council 1882 of December 9, gazetted December 20.

SELECTED DECISIONS OF UMPIRE UNDER THE UNEMPLOYMENT INSURANCE ACT

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit Cases, designated CU-B and (2) Coverage cases, CU-C.

This decision deals with the entitlement to unemployment insurance benefit of a member of a striking union who performs voluntary picket duty at the plant of his former employer after the stoppage of work had ceased but during a period when the union contended that the dispute still continued. The decision also deals with the question of whether a person doing picket duty is available for work.—CU-B 311 (7 January, 1948.)

MATERIAL FACTS OF THE CASE

The claimant, a married man, aged 40 years, was last employed as a clerk and bench fitter by a car and aircraft manufacturing company from April 15, 1946, to February 21, 1947, on which date he lost his employment by reason of a stoppage of work due to a labour dispute at the factory at which he was employed. The stoppage of work ceased on June 11, 1947, and a general resumption of work took place on June 12, 1947. The local of the union to which the claimant belonged maintained that the labour dispute had not terminated and the claimant did not return to work. On June 30, 1947, he made renewal claim for benefit, which was allowed.

On August 19, 1947, the local office of the Commission completed a report of possible disqualification which reads as follows:—

Claimant reported at 2.45 p.m. on August 18 and was interviewed by the undersigned.

On being questioned regarding his activities for the period August 11 to August 16 he stated that he was unemployed and available for work, and that he had not worked or earned any money during this period. The Register was marked accordingly.

As (the claimant) is an ex-employee of the (plant) and involved in a labour dispute he was questioned regarding picket duty. It transpired that he was on the picket line on August 11, 12, 13

and 15 and had been paid \$15 remuneration. He insisted that this money could not be construed as earnings or wages and was considered nothing more nor less than a gift.

The insurance officer disqualified the claimant from receipt of benefit for August 11, 12, 13 and 15, under Section 27 (1) (a) of the Act, on the ground that he was not unemployed on those days.

From this decision, the claimant appealed to a court of referees, before which he appeared together with two representatives of his union and the court unanimously reversed the decision of the insurance officer and allowed the appeal. Their decision reads:—

In regard to this appeal, the claimant was present at the hearing, also his union representative together with other labour representatives. Their contention was that amounts paid to workers while on strike were purely as benefits and were not remuneration for services rendered. Such benefits are paid, according to the union representative, whether or not the workers are on picket duty. The amount paid depends upon the needs of the workers and the funds available for such benefits.

Further, it was made clear that picket duty was entirely voluntary. Under the circumstances, the Court believes that the claimant was not employed on August 11, 12, 13 and 15, 1947, and that his appeal should be granted.

It is pointed out, however, that the decision of the Court in matters of this kind would be greatly facilitated if it were definitely decided whether or not picketing should be regarded as an occupation within the meaning of the Act and whether strike benefits should be regarded as remuneration within the meaning of the Act (Section 29 (1) (b) (i) and (ii)).

The insurance officer appealed to the Umpire from the decision of the court of referees, stating in his submission:—

(1) While the Court found that amounts paid to workers while on strike were purely as benefits and were not remuneration for services rendered, that such benefits were paid whether or not the workers were on picket duty and that picket duty was entirely voluntary, it evidently did not consider and did not make any finding as to whether or not payment of strike benefits was conditional upon the strikers being willing, when called upon, to do picket duty, especially in case of a shortage of volunteers for that purpose.

It is submitted that in order to determine definitely whether or not payment of strike benefits was in any respect remuneration for picket duty the Court should have made a definite finding as to whether or not a striker unwilling under any circumstances to do picket duty would have been paid benefit on the basis of the benefit received by the claimant while on picket duty on the days in question.

(2) It is submitted that, even if the Court rightly found that the claimant received no remuneration by reason of his services as a picketer, he was still not unemployed under the Act. In neither Section 27 nor Section 29 nor any other part of the Act is the word "unemployed" defined. In Section 29 (1) (i) the word "remuneration" relates to remuneration received from his previous employer.

It is submitted that upon the facts presented to the Court the claimant was employed under a contract of service to do picket duty on the days in question and that he cannot be regarded as having been unemployed even if he received no remuneration in return for such employment. See *Guide to the Unemployment Insurance Act*, by Emerson and Lascelles (1939 Edition), page 60, paragraph 143 stating in part:—

There is nothing in the Acts to indicate that a person is to be deemed to be unemployed merely because he is not receiving remuneration for the services he renders to his employer or because there is no contract of service.

It is therefore submitted that the decision of the court of referees should

be set aside and the Insurance Officer's decision confirmed or in the alternative that the appeal should be referred back to re-hearing by the Court.

An oral hearing was requested and the claimant appeared before the Umpire accompanied by counsel for the Union, as well as union officials. The Commission was also represented.

DECISION

The Umpire's decision was that the decision of the court of referees should be upheld and the appeal by the insurance officer dismissed and gave as his reasons:—

The resumption of work took place at the (plant) on June 12, 1947. Notwithstanding this resumption of work, the union "persisted in its strike action," provided "strike benefit" and maintained a picket line.

The claimant who registered for employment and claimed benefit, was in receipt of "strike benefit" and participated on this picket line on August 11, 12, 13 and 15. It is contended by the insurance officer that the claimant should be held to have been not unemployed on these four days.

The issue, as outlined in his appeal by the insurance officer, covers a very wide scope; but the attitude taken by the union and its representatives, at the hearing, has considerably restricted the problem.

The union representatives, in their oral submissions, have agreed that picketing when remunerated as such is employment. Furthermore in their written submission they stated:—

We are prepared to agree that if the claimant had been hired by his union specifically to perform picket duty, with an agreed-upon rate of remuneration, he might have been considered an employee within the meaning given by the Chief Claims Officer, because in those circumstances the union might have drawn at random from the labour market for such pickets, but, as we have stated, this was not done.

Therefore, the case now becomes a local one with its special physiognomy.

Has the claimant complied with the three basic conditions laid down in Section 27 (1) of the Act, for the receipt of benefit, on

the 11th, 12th, 13th and 15th of August, 1947? Has he proved that he was, on those days:—

- (a) unemployed;
- (b) capable of and available for work; and
- (c) unable to obtain suitable employment?

(a) Was the claimant unemployed? The appellant claims that the claimant was under a contract of service with his union to perform, with remuneration, picketing duty during that period and therefore cannot be deemed to have been unemployed.

In answer to this contention the union, at the hearing, stated, as uncontroverted facts, that picket duties at the (plant) were organized on a voluntary basis and were not remunerated; that "strike benefit (was) nothing more than a form of relief or assistance . . . a gratuity based on needs . . . paid to some members and not to others who do not require it or ask for it". It was further stated that "strike benefit" was paid irrespective of a worker's participation or not in the picket line, that "strike benefit was not conditional on picket duty." The chief reviewing officer (chief claims officer) admitted that he had no means to refute these statements.

Under the circumstances, the claimant cannot be considered as having been under a contract of service with his union to perform with remuneration, picketing and must be deemed to have been, during that period, unemployed.

(b) Was the claimant capable of and available for work? and (c) was he unable to obtain suitable employment? The question of his capability was not raised. Admittedly he was capable of work. Was he available and unable to obtain suitable employment? The claimant reported weekly to the employment office to register and thereby to give proof of his unemployment. There is no evidence that any employment was notified or offered to him nor is there any indication that he would have refused work had he had the opportunity of getting any.

Therefore, the claimant must be considered as having been capable of and available for work and unable to obtain suitable employment on the 11, 12, 13 and 15 of August, 1947.

The claimant having complied with the three basic conditions laid down in Section 27 (1) of the Act, for the receipt of benefit, on the 11, 12, 13 and 15 of August, 1947, the decision of the court of referees is upheld and the appeal of the insurance officer is dismissed.

Held that if persons were to be available for employment only in the areas in which they resided, thereby not being available for employment in areas where work is plentiful, it would be contrary to the provisions and intent of the Act and detrimental to insured persons.—
CU-B. 128 (6 September, 1946.)

MATERIAL FACTS OF THE CASE

The claimant, a married woman, aged 36 years, was last employed as a power sewing machine operator from April 3, 1944, until August 28, 1945, earning 40 to 50 cents an hour. She filed claim for benefit on February 28, 1946, which was allowed.

She was notified by mail on March 13, 1946, of a position in an adjacent city as a power sewing machine operator (her usual occupation) at an hourly rate of 50 cents, for which she refused to apply. The Insurance Officer disqualified the claimant for a period of six weeks for refusing to apply for a situation in suitable employment.

From this decision the claimant appealed to a Court of Referees on the grounds that she had never worked in any place other than her home town where all her contributions to the fund had been made. The claimant appeared before the Court and stated that she had two children aged 10 and 13 years, that her husband had just recovered from an illness and that she must be home to prepare her husband's meals as he was on a special diet. If she were employed in her home town she would be able to prepare the meals but if she had accepted the position of which she was notified it would be impossible for her to do so by reason of the fact that she would have spent at least three hours a day in travelling to and from work.

The Court of Referees, by a unanimous decision, reversed the decision of the Insurance Officer.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees on the grounds that the claimant had been unemployed for a considerable length of time and that the court was wrong in finding that her domestic circumstances justified her in refusing work outside of the immediate area where she lived.

DECISION

The Umpire's decision was that the claimant should be disqualified for a period of six weeks and gave as his reasons:—

The claimant became separated from her employment on the 28th of August, 1945, and did not register for employment or

make application for benefit until approximately six months later. During this period it is evident that the claimant had withdrawn her services from the labour market. It is also indicated that there is no prospect of employment for the claimant in her home town and that, if she were to re-enter the labour market in her usual employment, it would have to be at some place other than the district in which she resides.

The question of the claimant's availability must also be taken into consideration. If she insists upon working only in the district in which she resides and where no work is available, she is restricting herself in such a manner as to be not available within the meaning of the Act. To be available for employment a person must be prepared to accept a reasonable offer of employment when made to her by the officers of the Unemployment Insurance Commission.

Regarding the question of distance, the claimant's home town is considered to be within the employment area of the larger city where reasonable transportation facilities are available and it is not uncommon for people residing in this particular area to work in that city. The statement of the claimant that she is entitled to obtain employment in her home district or to receive benefit is contrary to the meaning of the Act. If persons were to be available for employment only in the areas in which they resided, thereby not being available for employment in areas where work is plentiful, it would be contrary to the provisions and the intent of the Act and detrimental to insured persons.

According to the claimant's own statement, she has home responsibilities which must considerably restrict her availability and which are primarily the reasons why she was unable to accept the employment of which she was notified.

UNEMPLOYMENT INSURANCE STATISTICS* DECEMBER, 1947

The Dominion Bureau of Statistics reported that a total of 79,849 claims for Unemployment Insurance benefit was filed at local offices of the Unemployment Insurance Commission during December. This compared with 47,372 claims recorded in November and 59,086 during December, 1946. Revised claims, that is, reconsiderations of existing claims, constituted 6,271 of this total in December, 4,987 in November and 6,607 in December, 1946. Thus, initial and renewal claims, representing new cases of unemployment recorded among insured persons, increased by 31,193 in December over November and 21,099 in December, 1947, compared with December, 1946.

Ordinary claimants on the live unemployment register at December 31 numbered 94,525 (74,988 males and 19,537 females) as against 59,555 (42,756 males and 16,799 females) at November 29 and 84,374 (67,352 males and 17,022 females) on December 31, 1946. To maintain a live claim, the claimant must report at a local office at least once a week and sign the unemployment register, accounting for each day since he last signed. There were, also, 7,434 (6,725 males and 709 females) other claimants on the live register at December 31 compared with 2,913 (2,025 males and 888 females) at November 29 and 2,971

(2,519 males and 452 females) on December 31, 1946. Almost all of these are short-time claimants.

The number of days that claimants on the live unemployment register at December 31 have been continuously on the register since the last initial or renewal claim was filed, is recorded in Table E-6. As one would expect during a period when an increasing number of claims is being filed, the percentage of the total persons included in categories less than 25 days is substantially higher at the end of December than at the end of November.

During December, 63,887 claims were disposed of at adjudicating centres, 46,846 being considered entitled to benefit, 15,784 not entitled to benefit, 256 represented special requests not granted (i.e. requests for ante-dating of the claim, dependency status, etc.) and 1,001 were referred to Courts of Referees.

Chief reasons given by insurance officers for non-entitlement to benefit were: "insufficient contributions while in insurable employment" 7,854 cases, "voluntarily left employment without just cause" 3,304 cases, "refused an offer of suitable employment or neglected an opportunity to work" 987 cases and "lost work due to a labour dispute in which the claimant was directly interested" 793 cases.

* See Tables E-1 to E-7.

A total of 69,079 persons received one or more benefit payments during December, amounting to \$2,544,796 as compensation for 1,315,282 compensated unemployed days, compared with 45,106 persons paid \$1,555,397 for 813,780 compensated days in November and 68,825 persons paid \$2,508,116 for 1,268,847 compensated days in December, 1946. The average duration of the unemployment compensated was, then, 19.0 days in December, 18.0 days in November and 18.4 days in December, 1946. The average amount of benefit paid per beneficiary was \$36.83 in December, \$34.48 in November and \$36.44 in December, 1946. The average amount paid per compensated day of unemployment was \$1.93 in December, \$1.91 in November and \$1.98 in December, 1946.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending December 31, 1947, showed 3,238,880 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1947, an increase of 60,422 since November 30, 1947.

As at December 31, 1947, 187,686 employers were registered as having insurable employees representing an increase of 972 since November 30, 1947.

Appeals to Umpire

Replying to a question in the House of Commons on February 4, Hon. Humphrey Mitchell, Minister of Labour, stated that during the last nine months of 1947, there was a total of 98 appeals to the Umpire in connection with unemployment insurance claims. Of these, 40 were made by claimants for benefit, 2 of which were upheld and 38 were disallowed. There were 40 appeals made by insurance officers; 31 being upheld and 9 disallowed. Of the remainder, 4 were withdrawn and 14 were pending.

Benefit Rights of Persons Employed on Inland Waters

Order in Council P.C. 5051, dated December 8, 1947, effective December 15, 1947, amends the Unemployment Insurance Regulations of September 26, 1946, with respect to benefit rights of persons employed in inland water transportation.

Under the new regulations the Commission declares transportation by inland water to be a seasonal industry. An insured person who has been employed in transportation by inland water shall not be entitled to receive benefit for days on which he is unemployed in any off-season, unless he fulfils all the other conditions of entitlement to benefit, and unless

- (a) the last seasonal contribution recorded for employment occurring prior to the commencement day of his benefit year was in respect of employment other than transportation by water; or
- (b) of the last 48 contributions recorded for periods of employment occurring prior to the commencement day of his benefit year not more than 12 were seasonal contributions; or
- (c) not less than 420 contributions were recorded for periods of employment occurring within the two years immediately preceding the commencement day of his benefit year; or
- (d) not less than 50 contributions were recorded for periods of employment occurring in the off-seasons and parts thereof included in the period of two years immediately preceding the commencement day of his benefit year.

Where, by reason of paragraphs (c) or (d) such an insured person is not entitled to benefit during any off-season beginning after the commencement day of his benefit year, the period of two years therein mentioned shall thereupon be construed as if it were the period of two years immediately preceding the commencement day of such off-season.

WAGE RATES, HOURS AND WORKING CONDITIONS IN THE CLOTHING INDUSTRY, OCTOBER, 1946*

An article was published in the last issue of the *LABOUR GAZETTE* on the Clothing Industry with particular reference to Men's Clothing under the headings, Men's and Boys' Suits and Overcoats, Work Clothing, and Men's Shirts. This article covers the Dress Industry and Women's and Misses' Suits and Coats.

The information on the Clothing Industry in these two articles was compiled from returns from a total of 520 factories, employing some 33,300 workers at the time of the 1946 survey.

As stated on page 72 of the previous article, the over-all wage rate index for the 5 industries had advanced to 176.2 by October, 1946, over rates in the base year, 1939, and the largest annual increase was 12.7 per cent in 1946.

The Dress Industry

The largest annual increase in wage rate indices in this industry since 1939 was in 1946 when controls on wages had been relaxed and the index had reached a point 79.2 per cent over the base year, 1939.

Year	Index	Annual Percentage Increase
1939.....	100.0	—
1940.....	106.1	6.1
1941.....	118.8	12.0
1942.....	127.5	7.3
1943.....	133.2	4.5
1944.....	138.9	4.3
1945.....	152.5	9.8
1946.....	179.2	17.5

* The information in this article was prepared from data obtained in the general annual survey made by the Research and Statistics Branch of the Department of Labour for the last pay period preceding October 1, 1946. Employers were asked to report on certain conditions of work, such as hours, overtime, vacations with pay, sick leave, Sunday work, and the number of workers under collective agreement, as well as the total number of workers in each establishment, including both plant and office staff.

Employers were also asked to report, by occupation, their straight-time wage or salary rates or the average straight-time earnings for employees on piecework. Wage rates by area and by occupation for this industry can be found in Report No. 29, "Wage Rates and Hours of Labour in Canada, 1946".

For provincial legislation on working conditions, see "Provincial Labour Standards Concerning Child Labour, Annual Holidays, Hours of Work, Minimum Wages and Workmen's Compensation", an annual publication of the Legislation Branch of the Department of Labour.

Comparable information on other industries has been published monthly in the *LABOUR GAZETTE* from July, 1947.

As shown in Table I, the industry is mainly located in Ontario and Quebec, with only 3 per cent of the workers used in this survey employed in Western Canada. Of the 133 establishments in the province of Quebec, 127 were located in Montreal and only 11 of the 68 Ontario factories were outside of Toronto.

Seventy per cent of all factories covered employed less than 50 workers each and only 14 employed more than 100 workers each. Forty-two per cent of the workers were in the former group and 26 per cent in the latter.

As in other divisions of the Clothing Industry, there are considerably more women than men employed and in this case 85 per cent of the workers were women.

Collective Agreements.—All employees in Quebec were governed by the conditions of the agreement between the Montreal Dress Manufacturers' Guild, The Association of Washable Cotton Service Apparel Manufacturers of the Province of Quebec, The International Ladies' Garment Workers' Union and L'Union Nationale du Vêtement. More than half the establishments in Quebec reported additional agreements with the International Ladies' Garment Workers' Union.

Twenty-two factories in Ontario and 3 in the Western Provinces reported 600 workers covered by union agreement.

Standard Hours of Work (Table II).—Fifty per cent of the workers, located in 118 establishments, were on a 5-day, 40-hour week. The 44-hour week, which was reported by 46 plants, accounted for 21 per cent of the workers. Only 1,200 employees, or 13 per cent of the total, worked longer than 44 hours per week in this industry.

All but 35 of the factories reported working a 5-day week and these 35, with only 1,250 employees, worked no longer than 4½ hours on the sixth day.

Overtime Rates of Pay.—As in other divisions of the Clothing Industry, very few of the factories gave any information on this subject.

Of those reporting, 50 stated time and one-half was paid and 2 reported time and one-quarter for overtime after weekly hours had been worked. Twenty-one factories paid time and one-half after normal daily hours and another gave a bonus of 13 cents per hour.

For Sunday work, two establishments reported a rate of time and one-half and another two, double time. Three factories reported time and one-half for holiday overtime and another, double time.

Vacations with Pay (Table III).—All but 16 factories gave information on paid vacations to factory workers. The majority reported one week after one year of service. Of these, 43 required only a

TABLE 1.—DISTRIBUTION OF FACTORIES AND EMPLOYEES IN THE DRESS INDUSTRY, 1946

	Canada	Quebec	Ontario	Western Provinces
Total Factories.....	209	133	68	8
Employees:				
Male.....	1,504	1,081	396	27
Female.....	8,294	6,166	1,842	286
Total.....	9,798	7,247	2,238	313

TABLE II.—STANDARD OR NORMAL WORKING HOURS FOR FACTORY EMPLOYEES IN THE DRESS INDUSTRY, BY ESTABLISHMENTS, 1946

Standard Hours	Canada	Quebec	Ontario	Western Provinces
WEEKLY				
Under 40.....	3	3		
40.....	118	75	38	5
Over 40 and under 44.....	15	9	6	
44.....	46	30	13	3
Over 44 and under 48.....	20	11	9	
48 and over.....	7	5	2	
Total.....	209	133	68	8
DAILY				
<i>Establishments on a Five-Day Week—</i>				
Under 8.....	3 ⁽¹⁾	3		
8.....	118	75	38	5
Over 8 and under 9.....	12 ⁽²⁾	8	4	
9.....	39 ⁽³⁾	34	5	
Over 9.....	2 ⁽⁴⁾	2		
Total.....	174	122	47	5
<i>Establishments on a Six-Day Week—</i>				
Monday to				
Friday				
7½		4½		
8	1	4	1	
8¼	17 ⁽⁵⁾	3	11	3
8½	1	4	1	
8¾	9 ⁽⁶⁾	3	6	
8¾	1	3½	1	
8 5/6	1	3 5/6	1	
9	5 ⁽⁷⁾	4	1	
Saturday				
4½				
4				
4				
4				
3¾				
3 5/6				
4				
Total.....	35	11	21	3

(1) One factory operated 8 hours on Fridays.

(2) Two operated 8 hours on Fridays and one 7½ hours.

(3) Thirty operated 8 hours on Friday and one 7 hours.

(4) Eight hours on Fridays.

(5) Includes one factory working an extra ½ hour on Saturday, and another working 4 hours on Wednesdays instead of Saturdays.

(6) Includes one factory working 3½ hours on Saturday.

(7) Three operated 8 hours on Fridays.

6-month service, 3 stipulated 3 months and 25 did not specify service requirements.

Only 22 factories reported giving 2 weeks' paid vacation, in half the instances after 1 year of service and in another 7 after a service of between 2 and 5 years. Two factories gave 2 weeks after 6 months and 2 others did not specify length of service required. In one case a 3-week vacation after 10 years of service was reported.

Sick Leave with Pay.—Half the establishments made some provision for sick

leave with pay. The majority of these continued payment during sick leave to salaried or office employees only. Seven factories reported group insurance or sick benefit schemes, 3 of these stating that the fund was handled by their union. One establishment reported paying 1 per cent of its total payroll each month into the union fund from which the individual received 40 per cent of his regular earnings while off work due to illness. Another reported a group insurance plan along with a sick leave fund to which an annual amount for each employee was contributed equally by employer and employee.

TABLE III.—VACATIONS WITH PAY FOR FACTORY EMPLOYEES IN THE DRESS INDUSTRY BY ESTABLISHMENTS, 1946

NOTE.—Of 209 factories, 16 did not give information on this subject.

Length of Service Required	Initial Vacation of 1 Week	Maximum Vacation	
		1 Week	2 Weeks
<i>Not Specified</i>			
Canada.....	25 ⁽¹⁾	12	2 ⁽²⁾
Quebec.....	8	4	.....
Ontario.....	13	7	2
Western Provinces.....	4	1	.....
<i>Three Months</i>			
Canada.....	3	3	.....
Quebec.....	1	1	.....
Ontario.....	2	2	.....
<i>Six Months</i>			
Canada.....	43 ⁽³⁾	41	2
Quebec.....	28	26	.....
Ontario.....	15	15	1
Western Provinces.....	.....	.....	1
<i>One Year</i>			
Canada.....	122 ⁽⁴⁾	115	11
Quebec.....	81	79	6
Ontario.....	37	33	3
Western Provinces.....	4	3	2
<i>Two and Three Years</i>			
Canada.....	.....	.....	4
Ontario.....	.....	.....	3
Western Provinces.....	.....	.....	1
<i>Five Years</i>			
Canada.....	.....	.....	3
Quebec.....	.....	.....	2
Ontario.....	.....	.....	1
Total Factories.....	193	171	22
		193	

(1) Twelve plants reported an initial vacation of 2 weeks, with 2 not specifying the service, 2 with 6 months and 8 with 1 year.

(2) One reported 3 weeks' vacation with pay after 10 years' service.

(3) One reported from 1 day to 1 week extra, according to a graduated bonus plan.

(4) One reported an extra week without pay.

Some establishments reported treating each case individually. Others granted from less than one week at any one time up to one month per year. Service requirements in 2 cases were 6 months and in another, 3 years; in most cases this information was not given.

Women's and Misses' Suits and Coats

Although the upward trend in average wage rates in this industry lagged at the first of the war, a substantial increase was indicated by the 1941 index which was 24·8 per cent above the index for the previous year. In 1942, 1943, and 1944, only small increases were recorded, but in each of the next two years the upward movement was much greater with the average rates in 1946 at a point 76·2 per cent above the average in 1939, as shown in the table below:—

Year	Index	Annual Percentage Increase
1939.....	100·0	—
1940.....	101·7	1·7
1941.....	126·9	24·8
1942.....	131·8	3·9
1943.....	134·5	2·0
1944.....	137·5	2·2
1945.....	152·7	11·1
1946.....	176·2	15·4

Table I gives the regional distribution of factories and employees whose returns were used in compiling statistics on this industry which is located mainly in the cities of Toronto, Montreal, Winnipeg and Vancouver. Seventy-four per cent of the workers were employed in Toronto and Montreal.

There were twice as many women as male workers in the industry in the two Western cities but slightly more male workers in Toronto and Montreal.

All but 6 of the factories employed less than 100 workers. These six employed between 100 and 200 workers each and accounted for 30 per cent of the total number of workers.

Collective Agreements.—The ten Western factories reported agreements with the International Ladies' Garment Workers' Union, covering 692 of the 791 workers.

The factories in this industry in Quebec were governed by the conditions of the agreement between the Association of Manufacturers of Cloaks, Suits and Ladies' Garments of the City of Montreal and the International Ladies' Garment Workers' Union, which agreement was extended by

Order in Council under the Collective Agreement Act to apply to the industry throughout the province. Twenty of the factories reported additional agreements with the International Ladies' Garment Workers' Union.

Five establishments in Toronto reported no collective agreement and another indicated an employees' association only. There were 700 workers in the remaining establishments who were members of the International Ladies' Garment Workers' Union.

Standard Hours of Work.—Since the great majority of establishments in this industry have collective agreements with the same union, standard hours follow a definite pattern. Of the 67 plants covered in this survey, 64 were on a 40-hour week and the remaining 3 worked a 44-hour week.

All but 2 worked a 5-day week and these 2 reported working 4 hours on Saturday. They all reported an 8-hour day Monday to Friday with the exception of one factory which worked 9 hours daily Monday to Thursday with 8 on Friday.

Overtime Rates of Pay.—Overtime work is not encouraged in this industry and union agreements require that all unemployed members of the Union be given employment before such work is undertaken.

Normal overtime is paid at regular rates, but what is termed emergency overtime requires a payment of time and one-half after normal weekly hours have been worked, in all cases except in the Winnipeg area where the rate is time and one-quarter after 40 hours.

Under the terms of the agreements, normal overtime may be worked for no longer than 2 hours per day during the first 4 days in the working week, while only 1 hour per day during the same period is allowed for emergency overtime. Union permission is required for overtime work on Fridays or Saturdays and in most cases no overtime whatsoever may be worked between Good Friday and July 1 or Thanksgiving and January 1.

Vacations with Pay (Table II).—Half of the factories giving information on paid vacations reported both an initial and maximum vacation of 1 week after 1 year of service. The other half gave an initial vacation of 1 week after less than a year of service, in most cases not specifying the service requirement.

Only 3 plants, employing a total of 123 workers, reported a maximum vacation of 2 weeks after a service of no more than 1 year.

Sick Leave with Pay.—Of the 67 establishments from which returns were received, 22 provided some form of sick leave with pay, 9 of these allowing payment to salaried or office workers only. Another reported paying half an employee's salary during such absence after 6 months of service.

In 12 establishments, contributions were paid into a sick benefit fund administered by the union concerned. Half of these factories which were in Montreal reported that the employer paid $\frac{3}{4}$ of 1 per cent of the employee's weekly earnings into the fund and the employee paid $\frac{1}{4}$ of 1 per cent. This fund was also available to unemployed union members in the case of illness.

TABLE 1.—DISTRIBUTION OF FACTORIES AND EMPLOYEES IN THE WOMEN'S AND MISSES' SUITS AND COATS INDUSTRY, 1946

	Canada	Montreal	Toronto	Winnipeg	Vancouver
Total Establishments.....	67	30	27	7	3
Employees:					
Male.....	1,462	514	683	234	31
Female.....	1,487	487	474	438	88
Total.....	2,949	1,001	1,157	672	119

TABLE II.—VACATIONS WITH PAY FOR FACTORY EMPLOYEES IN THE WOMEN'S AND MISSES' SUITS AND COATS INDUSTRY, BY ESTABLISHMENTS, 1946

NOTE.—Three establishments did not report vacations with pay for wage earners.

Length of Service Required	Initial Vacation of 1 Week	Maximum Vacation	
		1 Week	2 Weeks
<i>Not Specified</i>			
Canada.....	21	19	1
Montreal.....	10	10	.....
Toronto.....	9	9	.....
Vancouver.....	2	.....	1
<i>Three Months</i>			
Canada (Toronto only).....	1	1	.....
<i>Six Months</i>			
Canada.....	9	8	1
Montreal.....	4	3	.....
Toronto.....	4	4	.....
Winnipeg.....	1	1	.....
Vancouver.....	.....	.....	1
<i>Over Six Months and Under One Year</i>			
Canada (Winnipeg only).....	1	1	.....
<i>One Year</i>			
Canada.....	32	32	1
Montreal.....	13	13	1
Toronto.....	13	13	.....
Winnipeg.....	5	5	.....
Vancouver.....	1	1	.....
Total Establishments.....	64	61	3
		64	

An analysis of the current employment situation prepared by the Research and Statistics Branch, Department of Labour on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

CURRENT EMPLOYMENT CONDITIONS

The labour market during January was temporarily experiencing a seasonal lull in activity, but indications pointed to a year of continuing high employment during 1948. The immediate prospects for expansion were good: on the one hand, there was a continuing high demand for goods; and on the other, fewer production handicaps, such as material and skilled labour shortages, were in existence which could deter expansion in the coming year. Some uncertainty was appearing in the employment scene due to buyers' resistance to the high prices of many goods but to date this had not seriously affected the labour market.

The full effect of seasonal inactivity usually reaches the labour market during January and may be prolonged throughout February and early March, depending upon weather conditions. The sharp rise in job-seekers entering employment offices during January, therefore, was a normal development for the time of year. This seasonal unemployment was expected to be short-lived and by April or May a shift from a surplus to a shortage of labour may be expected to occur in most localities and industries.

It appeared that the seasonal dip in employment would not appreciably exceed that experienced in 1947. Winter employment in mining, services, and construction was well sustained for the particular season but a heavier rate of lay-offs in manufacturing offset the improved situation of the seasonal industries.

The outlook for 1948 in the employment field is bright. Most industries continued to have large orders on hand. At the same time, an improved supply of materials and skilled tradesmen will pave the way for a further expansion of operations, especially in construction. It would seem probable that, barring any seriously adverse economic developments, 1948 would see a shortage of labour as great as that of 1947 and that employment levels would more than reach the seasonal peak of 5,000,000 which was attained in 1947.

In Agriculture

Employment in agriculture continued to fall from the summer peak of 1,300,000, having dropped by slightly more than 200,000 by the beginning of November. The downtrend would continue until some time in February, at which time farmers begin to return from the woods and other off-seasonal employment.

The demand for winter labour was slack with fewer than 500 jobs available for farm hands at Employment Service offices. Vacancies which did appear were usually easily filled due to the prevailing labour surplus conditions. The demand for Dutch immigrants, however, was strong, requests being received from all parts of the Dominion.

The gain in farm wages during the war and post-war period has greatly outdistanced the comparative advances in other main industry groups. Average farm wages per month without board at the peak of seasonal activity (August 15) had advanced from \$51.15 in 1941 to \$109.03 in 1947. An even greater percentage gain was reported in wages of resident farm help. Notwithstanding, agricultural employment indicated an over-all decline over the period, the work force having been reduced by about 100,000, or almost ten per cent. Urban wage rates remained higher and, in addition, most workers seemed to prefer the living conditions of the city.

In Non-agricultural Industries

Employers in industries other than agriculture, accounting for slightly over three-quarters of total employment, continued to report gains up to the beginning of December, the most recent date for which such figures are available. Employment declines in construction and the services throughout November were more than offset by advances in trade and logging. This enabled employment to reach a new peak at the December date; the index of industrial employment (1941=100), as reported by the Dominion Bureau of Statistics from a survey of employers with 15 or more employees, had risen to 130·8, an advance of almost 10 points during the year. The yearly peak in industrial production, however, appeared to have passed, the index (1935-39=100) having dropped from 179·6 in October to 178·4 in November.

The months of January and February were expected to see, as usual, a seasonal decline in employment opportunities but this trend should begin to reverse early in March when activity again gets underway in construction and transportation, and when the agricultural workers, who during their off-season appear in the industrial labour market, return to the farms.

Earnings of wage-earners showed steady gains throughout 1947, with workers in building construction obtaining the most marked advances, followed by slightly smaller increases for those in mining and manufacturing; earnings in the services and local transportation lagged noticeably behind the general upswing. At the beginning of December, weekly earnings of wage earners in manufacturing averaged \$37·19, indicating a 16 per cent advance over that reported one year before. Real earnings (earnings computed in relation to

SUMMARY OF STATISTICS ON EMPLOYMENT CONDITIONS

Note: Figures are as at the first of the month except where otherwise indicated. Latest figures subject to revision.

Series	1947			1946		
	December	November	October	December	November	October
Civilian Non-Institutional—						
Population ⁽¹⁾	(†)	9,003,000	(†)	(†)	8,868,000	(†)
Civilian Labour Force ⁽¹⁾	(†)	4,934,000	(†)	(†)	4,850,000	(†)
Employment—						
Employed ⁽¹⁾	(†)	4,847,000	(†)	(†)	4,735,000	(†)
Index (June 1, 1941=100) ⁽²⁾	130·8	129·5	127·6	121·6	119·6	116·6
Total ⁽²⁾	2,063,174	2,038,518	2,007,897	1,899,008	1,862,451	1,820,673
Male ⁽²⁾	1,626,495	1,610,939	1,586,426	1,479,406	1,455,667	1,416,822
Female ⁽²⁾	436,679	427,579	421,471	419,602	406,784	403,851
Unfilled Vacancies at N.E.S.	58,272	92,934	109,322	107,525	132,818	141,634
Vacancies Notified ⁽²⁾	15,492	23,197	28,944	25,736	38,889	41,466
Application for Employment ⁽²⁾	29,956	34,970	32,053	31,516	40,606	37,271
Referrals ⁽²⁾	15,227	23,754	25,734	18,247	28,825	29,041
Placements ⁽²⁾	10,454	14,630	16,045	12,370	17,991	18,598
Unemployment—						
Unemployed ⁽¹⁾	(†)	87,000	(†)	(†)	115,000	(†)
Per cent of Civilian Labour Force.....	(†)	1·8	(†)	(†)	2·4	(†)
Unplaced Applicants at N.E.S.—						
Total.....	116,574	95,829	87,321	139,468	134,269	142,467
Male.....	82,990	64,730	58,736	110,465	102,676	111,443
Female.....	33,584	31,099	28,585	29,003	31,593	31,024
Unemployment Insurance Claims.....	59,555	42,225	36,666	63,760	57,036	57,682
Unemployment in Trade Unions.....%	(†)	(†)	0·7	(†)	(†)	1·0
Earnings and Hours—						
Total Labour Income ⁽⁴⁾ (\$ Millions).....		553	547	467	472	461
Index Aggregate Weekly Payrolls (June 1, 1941=100) ⁽²⁾	193·7	189·7	184·9	159·9	154·4	149·8
Per Capita Weekly Earnings ⁽²⁾\$	38·20	37·79	37·39	33·95	33·33	33·15
Average Hourly Earnings ⁽²⁾c	85·5	84·7	83·4	74·5	72·9	71·4
Average Hours Worked per Week ⁽⁵⁾	43·5	42·9	43·1	43·2	42·4	42·9
Average Real Weekly Earnings ⁽⁶⁾	104·2	103·5	103·5	103·6	99·5	98·8
Cost-of-Living 1935-39=100).....	146·0	143·6	142·2	127·1	127·1	126·8
Industrial Production—						
Index (1935-39=100) ⁽⁴⁾	180·2	178·4	179·6	167·9	165·6	157·6

(†) Not available.

(2) Estimates are based on sample Labour Force Survey of the Dominion Bureau of Statistics. All figures represent persons 14 years of age and over.

(2) Statistics are based on the eight leading industries. Data are compiled from reports of firms with 15 or more employees.

(3) Weekly average for month in all industries reporting to National Employment Service.

(4) During the month.

(5) Average hourly earnings and man-hours apply to wage-earners in manufacturing only.

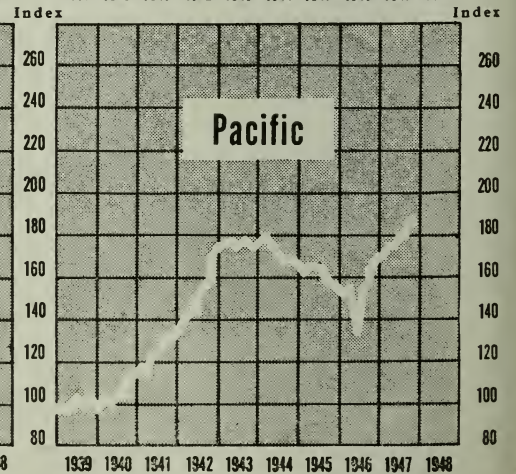
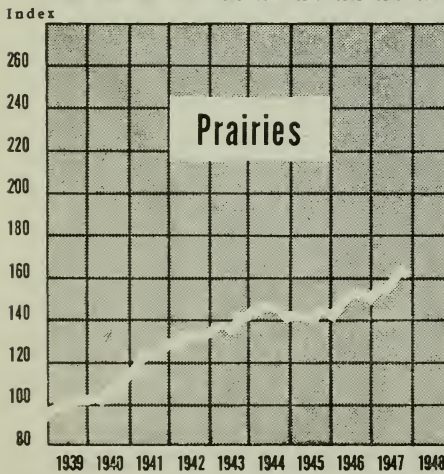
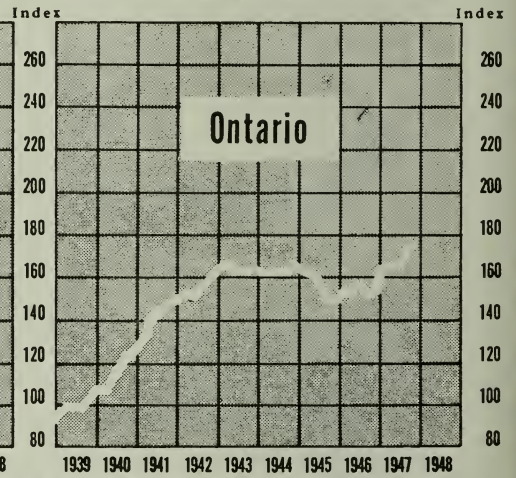
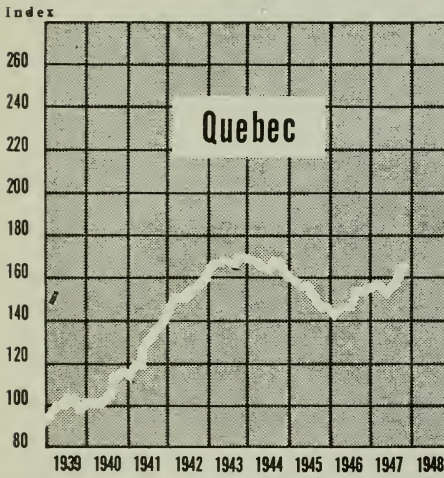
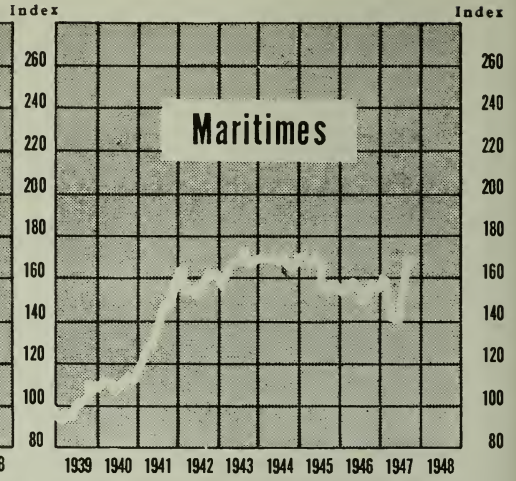
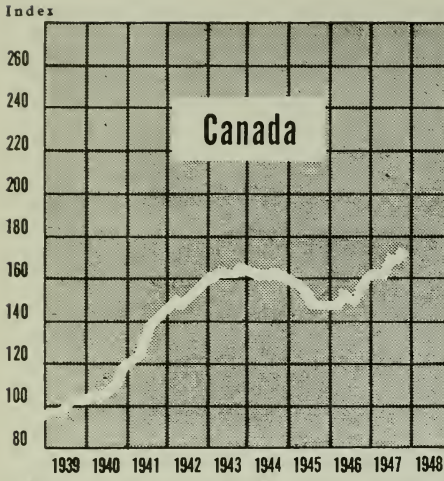
(6) Real earnings are computed by dividing an index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index.

(*) For more recent figures, see below under Operations of the Employment Service Activities.

REGIONAL EMPLOYMENT TRENDS

Average 1939=100

Seasonally Adjusted



the cost of living) however, slightly more than held their own during the year with a net decline occurring from the beginning of May to the end of October. During November, however, real earnings advanced slightly, the index (av. 1946=100) standing at 104.2 at December 1, as compared with 103.6 one year before.

Logging employment continued to climb to record heights, expansion being warranted by the high world demand for lumber and pulp and paper products. Early in the season (November 8), employment totalled 117,000 and with the larger supply of labour available during the winter months, employment jumped rapidly to reach its peak in January. The logging labour force during the 1947-8 season ranged from about 15 per cent to 20 per cent above that of the previous year and indications were that this trend would continue during the first half of 1948.

Reports from major operators during January stated that cutting was nearing completion and hauling and loading was getting under way. These latter two stages of woods operations were expected to continue throughout February and March, following which time the river drive will begin. The work force required for cutting normally exceeds that of the other operations and thus a gradual falling off of employment from early February will take place. Should the same pattern as that in the 1946-47 season be followed, it may be expected that employment at the beginning of April will have fallen to about 50 per cent of the yearly peak.

The **mining** industry, the employer of 65,000 persons at the beginning of November, indicated a marked reduction in labour demand during the fall and winter months. This was due to the influx of seasonal workers and, at the same time, the entry of displaced persons from Europe. By January 21, slightly over 500 immigrants had arrived to take up metal mining employment, the first of some 2,200 requested by the industry.

The coal mining industry, however, reported labour unrest in the Western mines, the workers having been on strike since January 13.

The level of earnings in mining was already higher than in other non-agricultural industries for which weekly earnings were reported, except the transportation industry. At the beginning of December, average weekly earnings in firms employing over 15 workers totalled \$44.17 in coal mining and \$49.58 in metallic mines as compared with \$38.17, the average for the nine leading industries.

Manufacturing industries, employing about one-quarter of the total gainfully employed, reported that the labour market was rapidly shifting from one of labour shortage to labour surplus at the end of the year. The change, however, was largely seasonal in character. Despite the greater supply of workers, pockets of labour shortage persisted in some industries, mainly in clothing and primary textiles, but these vacancies largely called for experienced workers.

The supply of steel continued to gauge expansion in many industries, the shortage having held production below capacity in many firms during 1947.

Several large unions in manufacturing industries had announced their intention of asking for a "third round" of wage increases during 1948.

Transportation industries, which gave employment to some 362,000 workers at the beginning of November, were experiencing a slack season due to weather conditions. The number of unplaced truck drivers had risen to 6,200 by the end of December and at the same time seasonal unemployment was becoming extensive amongst long-shoremen and stevedores in Montreal, following the winter closing of port activity. It was even doubtful if employment would be maintained at the winter ports of Halifax and Saint John because of the greatly reduced volume of freight passing through these ports this season.

Workers in the railway industry during January were carrying on negotiations for a general wage boost; no agreement had been reached by the end of January.

Trade establishments, which employ approximately one out of every seven gainfully occupied persons, reported a slack period in January following the Christmas rush. Few of the extra workers hired for the Christmas season were retained, those who did remain being kept temporarily for work involved in inventory-taking or special sales.

Expansion in retail trade employment during the first half of 1948 was expected to be slight; Easter activity may provide a number of opportunities but these would be largely of short duration. The hesitancy in increasing staffs was attributed to the higher price levels. Sales in 1947, although higher in dollar volume, only slightly exceeded the unit volume of the previous year. It was felt that a similar situation would probably prevail during 1948.

The **service** industry, employment in which totalled 842,000 at the beginning of November, is composed mainly of three

large divisions, namely personal service, government, and professional workers. The most active labour market is found in the first group. During the post-war period, the most severe labour shortage in the Canadian economy was centred in personal service establishments, which employ a large proportion of female labour at relatively low rates of pay. During the past few months, however, the labour market situation eased considerably; hotels, laundries, and many restaurants were able to build up their staffs with permanent employees and cut down on labour turnover. The nationwide shortage of domestic help was still severe, however.

While average weekly earnings in personal service were still the lowest of all industries, the rate of increase in earnings over the past few years had been more rapid than in most other industry groups. Data released by the Dominion Bureau of Statistics, which refer to a group of some 65,000 personal service workers, showed that at December 1, 1947, average weekly earnings in this industry were slightly under \$25. This represented an increase of nearly 49 per cent since November, 1941, at which date the comparable figure was \$17. For the same period, the relative increase in manufacturing had been 49 per cent; in trade 38 per cent; in transportation, 26 per cent, and in construction 54 per cent.

Employment Service Activities

The services of a national network of employment offices are available to employers and employees through some 200 offices located at points throughout the Dominion. In general, it may be said that the operations of these offices provide a fair cross-section of the labour market picture, since the insured population, representing almost one-half of the total labour force, is required to register with National Employment Service before filing a claim for unemployment insurance. In addition, many non-insured persons, especially first jobbers, take advantage of the services offered at these offices.

Since mid-September, placements have not kept pace with the inflow of seasonal workers. Despite the growing number of job-seekers, however, the unplaced registered at mid-December were 24,000 fewer than those reported one year ago. Since that date, the accumulation of job-seekers has speeded up rapidly and by the end of January the unplaced totalled 186,000, which, although still 10,000 less than the number recorded one year before, pointed to a continual lessening of the more favoured conditions of the current season.

Placement operations reached their yearly low during December, as was the case in 1946. Hiring was interrupted by the holiday season, stock-taking, and the general repair work which is usually done at the close of the year. The influx of workers also declined, accelerated Christmas activity providing short-time work for the displaced and thus postponing the peak of registrations until the new year. Placements during December dropped to 10,000 per week—14 per cent below any previous record of the National Employment Service. The falling off in placements over the year was common to all industrial groups with the exception of finance and insurance; the most marked declines were in logging and mining.

There were, of course, some opportunities for employment which persisted despite the surplus of seasonal workers. These vacancies, however, were for skilled tradesmen and technical help while unemployment among this class of worker was relatively non-existent. By January 29, vacancies unfilled had fallen to 34,000, the lowest point yet recorded for registered labour demand.

Responding to the seasonal influences, claims for unemployment insurance jumped sharply during December. At the end of the month, 95,000 persons signed the unemployment insurance register as compared with 60,000 one month before and 84,000 one year previously. The gain over the year was due to the increased number of veterans eligible for unemployment insurance; conversely, claims for "out-of-work" benefits, as distinguished from unemployment insurance, dropped from 27,000 to 5,000 over the year.

In the *executive and professional* offices a similar tapering off in placement activity was apparent during the month of December. The current level, however, compared favourably with that reported one year before, reflecting an over-all expansion in this type of service.

Slightly over 200 persons registered for work per week during December, leaving 2,310 unplaced at the end of the month. Placements were slack with an average of 45 effected each week. A strong demand continued for technical personnel and insurance salesmen, while elsewhere demand was relatively mild.

During the month, executive and professional offices were undertaking the registration of university students for summer and permanent work. The Prairie region reported that by December 20 approximately 2,000 undergraduates had registered at the university of Alberta as well as a

substantial number of graduates; in Saskatchewan, a similar number had been registered while in Manitoba registration was scheduled to begin early in January. Similar work was being carried on in the other regions. At the same time, letters had been sent to over 12,000 employers requesting notification of possible opportunities for summer employment; by January 15, some 1,400 replies had been received, a total already considerably larger than that received throughout the 1946-7 campaign. (See elsewhere in this issue p. 156.)

The situation for *veterans* reflected the generally slack employment period. The number of unplaced ex-servicemen rose by 5,000 during December to total 33,446, or 24 per cent of all unplaced, at the end of December. The duration of unemployment was gradually increasing, as indicated by the jump from 38 to 41 per cent in applications registered for more than one month. The Vancouver district continued to report the greatest number of unplaced with 6,500 on file at the year-end.

Regional Analysis

The *Maritime region* indicated the usual seasonal downtrends during December, accentuated by adverse conditions in winter port activity and logging. Thus unemployment, which at no time in the post-war period has been very low, was again reaching relatively serious proportions. The current situation, however, was somewhat improved over that prevailing one year ago; the New Glasgow district, particularly, indicated a marked amelioration, due partially to the migration of workers to other parts of the Dominion, a project undertaken by National Employment Service.

Two of the main props for the Maritime economy during the winter months, the logging industry and port activity, were currently suffering a considerable handicap. The logging industry had been forced to reduce operations due to the loss of the soft wood lumber market in the United Kingdom; no definite word had been received at the time of reporting (January 8) with respect to renewal of the contract. The volume of freight passing through the winter ports of Halifax and Saint John had also receded somewhat because of redirection of considerable traffic to United States ports.

Manufacturing activity, however, continued at a steady pace. The steel plant in Sydney, Nova Scotia, was working at full capacity with the maintenance of employment assured by the large number

of orders on hand. As this supply of steel increases, expansion in employment in dependent industries was expected to take place. Halifax shipyards reported that steel shortages were delaying the employment of 200 men; similarly, a manufacturing plant in Bathurst, New Brunswick, could expand its work force by 150 if a sufficient supply of steel was available.

The *Quebec region* was experiencing a short seasonal lull at the threshold of a year of promising activity. Unplaced construction, transportation, and agricultural workers were temporarily increasing in number, but an upswing in activity was expected during the latter part of February or early March.

Inventory-taking and machinery overhauling caused a slowing down in general manufacturing activity following the holiday season. Primary textiles, firms producing building materials, as well as paper mills were, however, operating at capacity. The clothing industry, on the other hand, was starting its season a month later than usual, reflecting the growing buyers' resistance to higher price levels.

Employment in the pulpwood industry had reached an all-time high in December and a record year of operations was expected. Lumber cutting, however, had indicated slight cutbacks; it appeared that the winter peak was reached sometime in December.

Hirings were slow in the mining industry, employment having been built up considerably during September and October. Expansion was also deterred by housing scarcities.

The *Ontario region* reported a high level of employment although seasonal influences and the year-end taking of inventories had temporarily caused an increase in unemployment. A continuing scarcity of skilled tradesmen, however, had persisted throughout the seasonally inactive period.

Manufacturing industries reported restricted hiring throughout December and early January. The hesitancy in taking on additional staff in part reflected the uncertainty which employers felt concerning the effects of the Dollar Saving Plan announced in November. Stock-taking, machinery overhauling, and material shortages, however, also deterred expansion.

The logging industry reported an adequate supply of workers and reduced labour turnover. The absorption of some 3,000 displaced persons in the Lakehead area was responsible to some extent for the improved situation. The mining industries,

similarly, had had access to a larger supply of labour, some of whom were displaced persons.

Construction activity was at a low ebb, although sufficient inside finishing work was available to provide full employment for most tradesmen.

The *Prairie region*, being particularly sensitive to seasonal variations, was entering a period of temporary unemployment during the winter months. The seasonal dip, however, was less severe than in the comparative period in 1946 due to higher off-seasonal employment in construction, mining, and the service industries.

The winter vacancies in agriculture were reported to be easily filled. Industrial construction, as well as certain classes of institutional building such as hospitals, were well maintained during the winter months. This had enabled the industry to provide employment for many skilled men who would not normally be working in their trade during that season.

Pulpwood cutting was nearing completion by the beginning of January and hauling was about to begin. This was about two months ahead of the usual schedule of the past seven years; the current schedule appeared to be a return to the pre-war pattern.

A steady demand for experienced coal miners persisted with little prospect of improvement; the immigration of displaced persons was deterred by the shortage of

this class of worker in Europe. Job opportunities in other classes of mining were few; an influx of farmers and other seasonal workers during the fall months had considerably eased the scarcities of the summer season.

The *Pacific region* reported a continually growing surplus of labour. Available jobs, at the same time, were scarce and improvement cannot be expected until the spring upswing in activity. A substantial influx of Prairie workers had aggravated the seasonal unemployment problem markedly during the winter season.

The logging industry reported an adequate work-force for the first time in the post-war period; this was due in part to the importation of several hundred experienced loggers from New Brunswick earlier in the season. The industry also reported greatly reduced labour turnover. Provincial government plans for reforestation, involving a planting project of 16 million trees, offered prospects of employment for several hundred men.

The mining industry, other than coal mining, was working at capacity for this time of year with no labour shortages reported. Mining production in 1947 reached the value of \$119 million. This represented a 50 per cent increase over 1946; much of the rise, of course, was due to price increases, although it also reflected a greater physical output during the past year.

Unemployment in Trade Unions December 31, 1947*

Trade union unemployment in Canada increased to 1.7 per cent at the end of December from 0.7 at the end of the previous quarter and 1.5 per cent at December 31, 1946. At the date under review 2,664 local unions reported a combined membership of 511,002. Reports were received from 2,446 locals at the close of the previous quarter with a total of 463,483 members, while at the end of December last year, the percentage was based on reports from 2,454 locals representing 428,956 members. Most of the industry groups showed an increase in unemployment with a marked seasonal increase occurring in the construction trades. In manufacturing, a union of aircraft machinists with over 1,000 members unemployed on the reporting date was mainly responsible for the increase in this group.

In this analysis unemployment refers only to involuntary idleness due to economic causes. Persons who are without work because of illness, a strike or a lock-out, or who are engaged in work outside their own trade are not considered as unemployed. As returns from unions vary from quarter to quarter with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that the figures refer only to organizations reporting.

Table C-11 shows the percentages of trade union unemployment at certain dates, in each province. In comparison with the previous quarter a decline (from 4.9 to 3.6) in the percentage was noted only in Nova Scotia and Prince Edward Island, while increases were indicated in all the other provinces. Manitoba, Saskatchewan and British Columbia showed declines in trade union unemployment at the end of

* See Tables C-11 and C-12.

1947 compared with the close of the preceding year.

A separate compilation is made each quarter of unemployment among trade union members in the largest city in each province with the exception of Prince Edward Island. In Halifax the rate rose from 5.7 to 9.9, in Saint John, from 3.1 to 18.7, in Montreal, from 0.6 to 2.6, in Toronto, from 0.2 to 0.9, in Winnipeg, from 0.7 to 1.4 in Regina, from 0.3 to 0.5, in Edmonton, from 0.5 to 3.1, and in Vancouver, from 1.2 to 2.4. In comparison with December 31, 1946, the latest percentages were lower in Toronto and Vancouver.

Returns were tabulated from 1,068 locals in the manufacturing industries. These reported 261,796 members of whom 3,962 or 1.5 per cent were unemployed at the end of December. At the end of the previous quarter, 2,035 of 232,401 members reported by 971 locals were without work. At the end of last year, 926 local unions reported 200,051 members of whom 2,873 were unemployed.

In the transportation group, reports were received from 899 local union branches with a total membership of 106,570 of whom 1,070 or 1.0 per cent were unemployed at the reporting date. At the end of the previous quarter the percentage was 0.5 and at the end of December, 1946, it was 1.4.

Unemployment in the mining group increased slightly from 0.3 to 0.4 per cent.

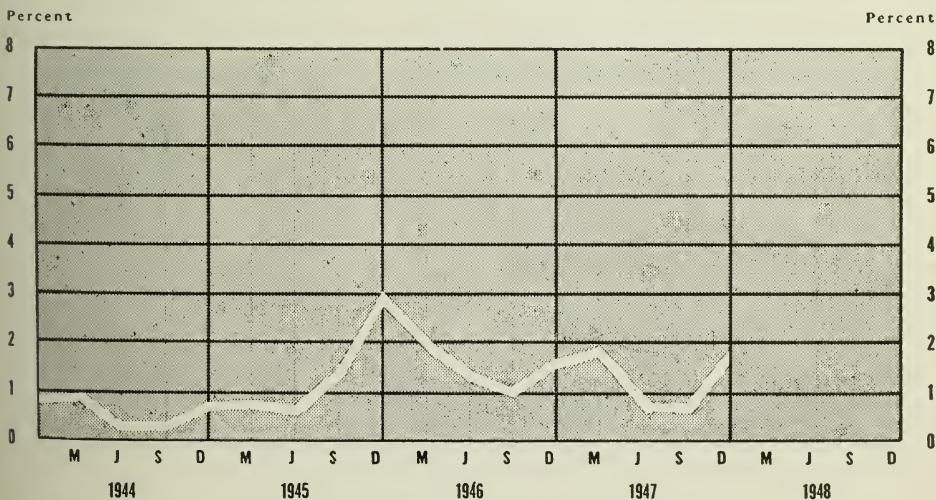
Reports were received from 67 unions with 19,101 members. There was no unemployment among coal miners. Unions of miners of non-metallic minerals, other than coal, reported 2.9 per cent of 2,353 members unemployed.

A seasonal increase in unemployment among union members in the building and construction trades was indicated by reports from 223 locals with 47,867 members of whom 3,127 or 6.5 per cent were unemployed at the end of December, 1947, as compared with 0.8 per cent three months earlier and 2.6 per cent at the end of 1946. The largest increase was shown in the carpenters and joiners group where 9.5 per cent of 23,943 members were unemployed. At the end of 1946, the percentage of unemployment was 3.6. Decreased employment was indicated also for bricklayers, masons and plasterers, painters, decorators and paper hangers, plumbers and steamfitters, and hod carriers.

Trade union unemployment in public and personal services increased slightly to 0.7 per cent at the date under review from 0.5 in the previous quarter and 0.6 at the end of 1946. The percentage in the communications group was unchanged at 0.1.

There was no reported unemployment at the end of December, 1947, among union members engaged in logging in Ontario and British Columbia. At the end of 1946 there had been 0.8 per cent unemployed in this group.

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADE UNIONS



PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index advanced a further 2·3 points from 146·0 to 148·3 between December 1, 1947, and January 2, 1948. The increase in this series between January, 1947, and January, 1948, has amounted to 21·3 points.

Group indexes for foods, home furnishings and services, and miscellaneous items contributed a predominant proportion of the rise for the month ending January 2, 1948. The food index moved from 178·7 to 182·2, with prices for butter and vegetables accounting for most of this change. Although meats showed scattered increases, prices at the beginning of January had shown no general rise over December 1 levels. Prices for eggs and citrus fruits declined moderately during December.

Increases in many lines of home furnishings advanced the home furnishings and services index from 154·9 to 158·4. General advances in the miscellaneous group produced a 2·8 point rise to 122·6 for this group. Clothing mounted from 159·3 to 161·2, and fuel and light from 120·3 to 120·4. The rent index remained at 119·9.

From August, 1939, to January 2, 1948, the increase in the Dominion cost-of-living index was 47·1 per cent (from 100·8 to 148·3).

Cost-of-Living in Eight Cities

Cost-of-living indexes (August, 1939=100) for eight regional cities registered further advances between December 1, 1947, and January 2, 1948. Rising food prices continued to be the principal supporting factor, followed by home furnishings and services, miscellaneous items and clothing. Edmonton recorded the sharpest increase with a gain of 3·9 points to 143·8. Saskatoon moved up 3·6 to 151·1, Saint John 2·9 to 146·8, Montreal 2·7 to 151·3, Winnipeg 2·0 to 142·8, Toronto and Van-

* See Tables F-1 to F-6.

cover, each 1·8 to 145·8 and 147·8 respectively, and Halifax, 1·4 to 143·2.

Wholesale Prices, December, 1947

The index of the general wholesale price level advanced a further 1·0 to 143·5 for December, 1947 (1926=100). This was 31·5 points or 28·1 per cent above the December, 1946 level. Increases for December, 1947, were most notable in the animal products', group which moved up 4·8 points to 148·9 due to higher quotations for livestock, fresh meats, fluid milk and butter. Textile products rose 1·6 points to 148·1, reflecting higher prices for certain cotton fabrics, jute and burlap bags, raw wool and rugs. A gain of 1·4 points to 122·6 in non-metallic minerals was due to firmer quotations for United States bituminous coal, cement, sand, gravel and crushed stone. Higher prices for steel rails and wire supported an increase of 1·0 to 149·3 in the iron and steel group, while strength in fir lumber moved wood products up 0·9 to 177·7. Higher prices for dyeing materials and muriate of potash over-balanced a decline in aluminum sulphate to advance the chemicals' group 0·2 to 112·8. Two groups were lower. Vegetable products weakened 0·9 to 130·7 when declines in granulated sugar, flour, cocoa beans, oranges and lemons outweighed firmer prices for rye, barley, oats, millfeeds, potatoes and onions; non-ferrous metal products eased 0·1 to 135·8.

The index of Canadian farm products prices at wholesale rose 4·2 points to 130·7 (1926=100) between November and December, 1947. This was 16·8 points above the December, 1946 level. Higher prices for animal products were mainly responsible for the year-end increase, the index for this sub-group moving up 9·3 points to 156·8 due to higher quotations for livestock, fluid milk and raw wool. Field products rose 1·1 to 115·1 in the same interval on strength in prices for rye, barley, oats, potatoes, and onions.

STRIKES AND LOCKOUTS* Canada, January, 1948

During January, 1948, the number of strikes and lockouts recorded in Canada showed little change from the previous month but the number of workers involved and the resulting time loss showed substantial increases. This was due to a strike of coal miners in Alberta and British

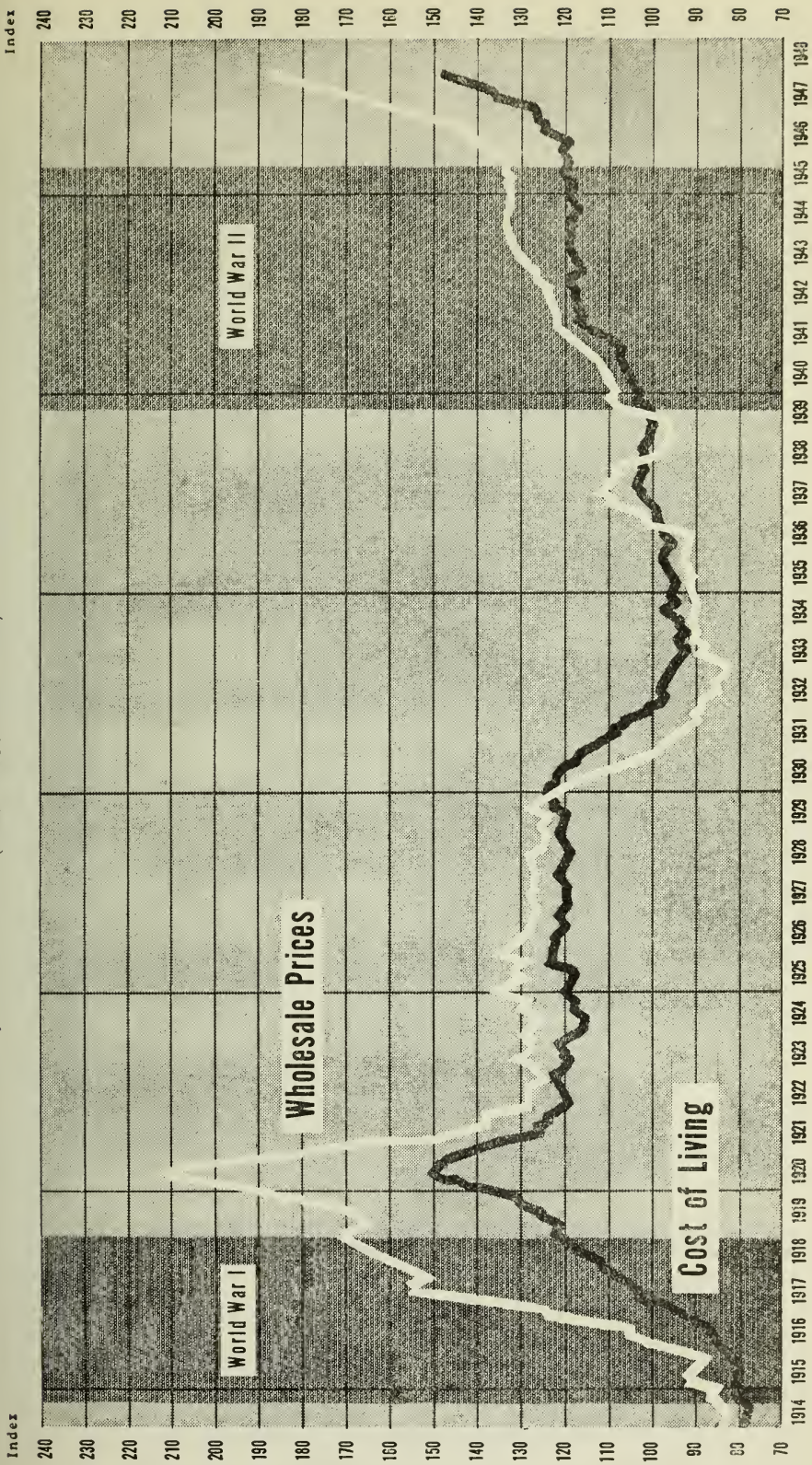
Columbia, which commenced on January 13 in the Crow's Nest Pass district and within a few days had spread to nearly all bituminous coal mines in the two provinces. At the end of the month settlement had not been reached.

Preliminary figures for January, 1948, show 19 strikes and lockouts in existence

* See Tables G-1 to G-2.

COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935-39 = 100)



during the month, involving 12,595 workers, with a time loss of 135,780 man-working days, as compared with 15 strikes in December, 1947, with 3,189 workers involved and a time loss of 19,097 days. In January, 1947, there were 12 strikes, involving 3,302 workers, with a time loss of 28,519 days.

During the month under review the time loss per 1,000 available work days was 1.75, as compared with 0.24 in December, 1947, and 0.38 in January, 1947.

Of the 19 strikes recorded for January, 1948, three were settled in favour of the workers, two in favour of the employers, four were compromise settlements and three were indefinite in result, work being resumed pending final settlement. At the

end of the month seven strikes were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., which commenced on May 30, 1946, are still continuing. A strike of metal factory workers at Ottawa, Ont., which commenced on February 24, 1947, is still in progress.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month, bringing up to date that given in the March, 1947, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the countries for which such figures are available. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in November, 1947, was 143 and 15 were still in progress from the previous month, making a total of 158 during the month. In all stoppages of work in progress in the period there were 42,100 workers involved and a time loss of 179,000 working days was caused.

Of the 143 stoppages which began during November, 20 arose out of demands for

advances in wages; 56 over other wage questions; four on questions as to working hours; 20 on questions respecting the employment of particular classes or persons; 40 on other questions respecting working arrangements; and three were in support of workers involved in other disputes.

Australia

Figures for the first quarter in 1947, show 272 industrial disputes, with 105,725 workers directly involved and a time loss for workers directly and indirectly involved of 615,799 working days.

United States

Preliminary figures for December, 1947, show 120 strikes and lockouts beginning in the month, in which 30,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 500,000 man-days. Corresponding figures for November, 1947, are 150 strikes and lockouts involving 45,000 workers with a time loss of 700,000 days.

For the year 1947, a preliminary estimate shows 3,600 strikes, involving 2,200,000 workers with a time loss of 35,000,000 man-days. Comparative figures for 1946, are 4,985 strikes, involving 4,600,000 workers with a time loss of 116,000,000 man-days.

FATAL INDUSTRIAL ACCIDENTS IN CANADA Fourth Quarter of 1947*

There were 313 industrial fatalities in the fourth quarter of 1947 according to the latest reports received by the Department of Labour. In the previous three months there were 436 including 35 in a supplementary list. The accidents recorded are

* See Tables H-1 and H-2.

those which involved persons gainfully employed, during the course of or arising out of their employment and include deaths which resulted from industrial diseases as reported by the provincial Workmen's Compensation Boards.

During the quarter under review, there were five industrial accidents which resulted in the death of three or more persons in each case. On October 2, the explosion of a launch at Indian Point, British Columbia, caused the death of four persons engaged in highway construction. On October 8, four gold miners were killed at Central Patricia, Ontario, as a result of a natural gas explosion while they were sinking a shaft. Three loggers were drowned in Lake Therese, Ontario, when their boat capsized on October 20. The collapse of a catwalk on November 22 at a construction project at St. Joachim, Quebec, caused the death of four men. Three railway employees were killed at Senneterre, Quebec, when a gasoline engine used to run a coal conveyor exploded on December 28.

Statistics on industrial fatalities are compiled from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Newspaper reports are also used to supplement these data.

Grouped by industries the largest number of fatalities, 54, was recorded in manufacturing. Included in the total were 15 deaths in saw and planing mills, 9 in iron, steel and products and 8 in pulp and paper products. During the previous quarter 85 fatalities occurred in manufacturing, including 24 in iron, steel and products, 14 in non-metallic mineral products, 10 in saw and planing mills and 14 in the pulp and paper industry.

There were 48 fatalities recorded in transportation as compared with 88 in the

previous quarter. Fatalities in steam railways amounted to 28 and there were 9 in water transportation; comparative figures for the previous three months in these groups were 39 and 28 respectively.

The number of fatalities in agriculture decreased from 56 in the third quarter to 26 in the fourth quarter of 1947. In the same period fatal accidents in logging decreased from 49 to 37.

Of the 34 fatalities in the mining group, 27 were in metalliferous mining. In the previous quarter there were 51 fatalities in the mining group of which 33 were in metalliferous mining and 13 in coal mining.

In the construction group, 44 fatalities were recorded of which 25 were in buildings and structures. In the previous quarter 46 deaths occurred in this group, 35 of which were in the construction of buildings and structures.

The most important cause of fatalities was moving trains, water-craft, and other vehicles which caused 95 fatal industrial accidents during the quarter as compared with 149 in the previous quarter (Table I.)

Falls of persons caused 67 deaths and falling objects 31. Industrial diseases, infection and other causes resulted in 46 deaths while dangerous substances caused 36 deaths.

The greatest number of fatalities was recorded in Ontario where there were 130. In British Columbia there were 72 and in Quebec 46. During the quarter under review there were 130 fatalities in October, 110 in November and 73 in December.

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Summary

TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Classification	1948	1947			1946	
	Jan.	Dec.	Nov.	Jan.	Dec.	Nov.
Employment—						
Index ⁽¹⁾	193.8	199.6	197.8	181.0	185.7	182.7
Labour Force.....	000		4,934			4,848
No. employed.....	000		4,847			4,733
No. employed, paid workers.....	000					3,278
Unemployment—						
No. unemployed (labour force survey).....	000		87			115
Unplaced applicants.....	No.	142,246	116,553	95,671	165,873	146,418
Unfilled vacancies.....	No.	40,631	58,308	92,939	89,818	108,702
Unemployment insurance claims.....	No.	94,525	59,555	42,225	84,374	63,760
Unemployment in trade unions.....	%	1.7			1.5	
Earnings and Hours—						
Index aggregate weekly pay-rolls ⁽²⁾		193.7	189.7	149.9	159.9	154.4
Per capita weekly earnings.....	\$	38.20	37.79	32.64	33.95	33.33
Average hourly earnings.....	Cents	85.5	84.7	76.3	74.5	72.9
Average hours worked per week.....		43.5	42.9	38.1	43.2	42.4
Prices—						
Wholesale index ⁽¹⁾		143.5	142.5	114.2	112.0	111.6
Cost of living index ⁽³⁾	148.3	146.0	143.6	127.0	127.1	127.1
Production—						
Industrial production index ⁽³⁾		179.4	177.8	173.8	167.9	165.6
Mineral production index ⁽³⁾		118.5	114.2	110.4	109.5	104.1
Manufacturing, index ⁽³⁾		191.9	191.2	184.9	179.2	177.6
Electric power, index ⁽³⁾		160.8	156.0	173.4	158.3	154.0
Electric power.....	000 k. w. h.	3,729,731	3,613,726	3,918,018	3,672,116	3,666,742
Construction contracts awarded.....	\$000	34,162	59,767	44,711	36,535	48,004
Pig iron.....	tons	165,551	174,147	177,313	161,464	135,269
Steel ingots and castings.....	tons	249,769	255,372	249,789	237,300	222,264
Inspected slaughterings, cattle.....	No.	163,188	197,291	109,166	132,632	216,513
Hogs.....	No.	580,679	629,305	378,666	384,857	442,247
Flour production.....	000 bbl.	1,889	1,692	2,478	2,350	2,519
Newsprint.....	tons	371,637	368,925	370,000	341,951	364,304
Cement, producers' shipments.....	000 bbl.		632	1,072	404	530
Automobiles and trucks.....	No.		(*20,399	(*23,267	19,045	17,348
Timber scaled in B.C.....	000 F.B.M.		274,937	361,551	204,755	208,286
Gold.....	oz.		274,686	252,174	234,137	229,439
Copper.....	000 lb.		38,150	38,086	28,892	31,844
Lead.....	000 lb.		21,886	29,302	25,152	26,298
Nickel.....	000 lb.		22,846	19,742	19,448	17,208
Zinc.....	000 lb.		38,856	37,472	35,063	36,774
Coal.....	000 tons	1,351	1,763	1,746	1,699	1,580
Distribution—						
Retail sales index, unadjusted.....		328.6	274.4	181.1	282.3	245.8
Retail sales index, adjusted ⁽⁴⁾		243.0	253.3	220.1	212.4	223.5
Wholesale sales index unadjusted.....		251.8	295.0	237.7	222.2	257.2
Trade, external, excluding gold.....	\$000	465,000	485,100	384,300	396,237	433,302
Imports, excluding gold.....	\$000	194,200	229,100	173,782	181,913	198,164
Exports, excluding gold.....	\$000	235,400	266,200	253,100	211,903	232,219
Railways—						
Operating revenues.....	\$000		66,595	57,565	61,926	64,791
Operating expenses.....	\$000		55,709	55,375	53,318	52,362
Revenue freight.....	000 ton miles		8,450,706	4,743,315	4,814,217	5,267,871
Employees.....	No.		172,274	170,419	167,800	168,771
Car loadings, revenue freight ⁽⁴⁾	Cars	295,565	289,072	341,338	283,307	274,659
Banking and Finance—						
Common stocks, index ⁽³⁾	107.5	106.2	107.3	106.2	106.4	102.5
Preferred stocks, index ⁽³⁾		148.1	150.2	157.5	156.0	154.7
Bond yields, Dominion, index ⁽³⁾	92.1	84.8	84.4	84.9	85.0	85.0
Queques cashed, individual accounts.....	\$000	6,811,076	6,774,051	6,215,840	5,935,179	6,211,500
Bank loans, current, public.....	\$000	1,921,302	1,985,290	1,448,042	1,463,801	1,430,543
Money Supply.....	\$000	7,660,100	7,544,486	7,545,400	7,501,800	7,612,800
Circulating media in hands of public.....	\$000	1,112,000	1,118,918	1,079,700	1,095,500	1,107,500
Deposits, notice.....	\$000	3,740,400	3,710,418	3,532,800	4,369,300	3,460,146
Deposits, demand.....	\$000	2,295,600	2,126,445	2,086,600	2,290,800	2,181,800
Other.....	\$000	512,000	588,703	846,300	646,200	863,354

NOTE.—Many of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

(1) Base 1926=100. (2) Base, June, 1941=100. (3) Base 1935-1939=100. (4) Figures are for four week periods. (*) Factory shipments.

A—Labour Force

TABLE A-1—ESTIMATED CIVILIAN NON-INSTITUTIONAL MANPOWER

(Thousands of Persons, 14 Years of Age and Over)
SOURCE: D.B.S. Labour Force Survey

Population Class	Nov. 8, 1947			Aug. 16, 1947		
	Male	Female	Total	Male	Female	Total
Total Civilian Non-Institutional Manpower.....	4,541	4,462	9,003	4,529	4,442	8,971
A. Labour Force.....	3,861	1,073	4,934	3,940	1,141	5,081
1. Employed.....	3,791	1,056	4,847	3,880	1,128	5,008
(1) Agricultural.....	949	119	1,068	1,074	225	1,299
Operators.....	648	13	661	680	20	700
Paid Workers.....	104	12	116	145	23	168
Unpaid Workers.....	197	94	291	249	182	431
(2) Non-agricultural.....	2,842	937	3,779	2,806	903	3,709
Paid Workers.....	2,378	840	3,218	2,354	804	3,158
Employers.....	145	(a)	153	142	(a)	150
Own Account Workers.....	299	50	349	288	55	343
Unpaid Workers.....	20	39	59	22	36	58
2. Unemployed.....	70	17	87	60	13	73
B. Not in the Labour Force.....	680	3,389	4,069	589	3,301	3,890
1. Permanently unable or too old to work....	158	112	270	173	119	292
2. Keeping House.....	(a)	2,898	2,901	(a)	2,863	2,869
3. Going to School.....	310	282	592	121	(a)	19
4. Retired or Voluntarily Idle.....	203	93	296	392	309	701
5. Other.....	(a)	(a)	10	(a)	(a)	(a)

(a) Fewer than 10,000.

TABLE A-2—INDUSTRIAL DISTRIBUTION OF EMPLOYMENT

(Thousands of persons, 14 years of age and over)
SOURCE: D.B.S. Labour Force Survey

Industry	Nov. 8, 1947			Aug. 16, 1947		
	Male	Female	Total	Male	Female	Total
Agriculture.....	949	119	1,068	1,074	225	1,299
Forestry.....	116	(a)	117	53	(a)	54
Fishing and Trapping.....	18	(a)	18	22	(a)	22
Mining, Quarrying and Oil Wells.....	64	(a)	65	67	(a)	68
Manufacturing.....	1,002	240	1,242	994	243	1,237
Public Utility Operations.....	34	(a)	37	35	(a)	41
Construction.....	278	(a)	284	276	(a)	283
Transportation and Communications.....	322	40	362	338	44	382
Trade.....	462	218	680	464	207	671
Finance and Real Estate.....	75	57	132	77	54	131
Service.....	471	371	842	480	340	820
Total.....	3,791	1,056	4,847	3,880	1,128	5,008

(a) Fewer than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTION OF EMPLOYMENT

(Thousands of persons, 14 years of age and over)
SOURCE: D.B.S. Labour Force Survey

Region	Nov. 8, 1947		Aug. 16, 1947	
	Number	Per Cent	Number	Per Cent
Maritime.....	421	8.7	430	8.6
Quebec.....	1,353	27.9	1,348	26.9
Ontario.....	1,726	35.6	1,769	35.3
Prairie.....	937	19.3	1,022	20.4
Pacific.....	410	8.5	439	8.8
Canada.....	4,847	100.0	5,008	100.0

TABLE A-4.—PERCENTAGE DISTRIBUTION OF EMPLOYED PERSONS BY HOURS WORKED PER WEEK

SOURCE: D.B.S. Labour Force Survey

Number of Hours	Agriculture		Non-Agriculture	
	Nov. 8/47	Aug. 16/47	Nov. 8/47	Aug. 16/47
0.....	1.8	1.1	2.5	6.9
1-14.....	5.8	5.5	1.5	1.1
15-24.....	5.2	5.7	2.6	2.1
25-34.....	4.3	3.5	3.3	3.2
35-44.....	9.6	7.0	40.5	39.8
45-54.....	23.4	11.4	36.7	34.3
55+.....	49.9	65.8	12.9	12.6
Total.....	100.0	100.0	100.0	100.0

TABLE A-5.—REGIONAL DISTRIBUTION OF UNEMPLOYMENT

(Thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Region	Nov. 8, 1947		Aug. 16, 1947	
	Number	Per Cent	Number	Per Cent
Maritime.....	17	19.6	15	20.5
Quebec.....	22	25.3	23	31.5
Ontario.....	22	25.3	19	26.0
Prairie.....	13	14.9	(a)	.....
Pacific.....	13	14.9	(a)	.....
Canada.....	87	100.00	73	100.0

(a) Fewer than 10,000.

TABLE A-6.—INDUSTRIAL (1) DISTRIBUTION OF EMPLOYMENT

(Thousands of persons, 14 years of age and over)

(SOURCE: D.B.S. Labour Force Survey)

Industry	Nov. 8, 1947		Aug. 16, 1947	
	Number	Per Cent	Number	Per Cent
Manufacturing.....	23	26.4	22	30.1
Construction.....	12	13.8	8	11.0
Transportation, storage and communications.....	8	9.2	7	9.6
Trade.....	10	11.5	9	12.3
Service.....	16	18.4	13	17.8
Other (2).....	10	11.5	5	6.9
None (3).....	8	9.2	9	12.3
Total.....	87	100.0	73	100.0

(1) Industry Classifications are based on the last reported civilian job of two weeks' duration or more.

(2) Includes agriculture, fishing, trapping, mining and forestry.

(3) This class refers to those now seeking jobs who have never been employed previously.

B—Labour Income

**TABLE B-1.—MONTHLY ESTIMATES OF WAGES, SALARIES AND SUPPLEMENTARY
LABOUR INCOME**

(\$ Millions)

		Agriculture, (1) Logging, Fishing, and Trapping	Manufacturing, Mining, and Electric Power	Con- struc- tion	Trans- portation, Storage, Communi- cations, and Trade	Finance and Services (incl. Gov't.)	Supple- mentary (2) Labour Income	TOTAL (3)
1946	January.....	25	152	14	97	87	21	395
	February.....	27	152	14	100	89	20	402
	March.....	26	156	15	101	90	21	408
	April.....	22	154	16	102	89	20	404
	May.....	22	151	19	103	91	20	405
	June.....	26	156	21	105	93	21	421
	July.....	29	154	22	107	94	21	427
	August.....	33	157	23	109	96	22	439
	September.....	31	160	23	112	97	22	446
	October.....	31	165	23	114	97	23	454
	November.....	31	171	22	118	99	24	465
	December.....	32	157	17	117	99	23	446
1947	January.....	28	176	18	116	99	24	460
	February.....	30	176	19	118	99	24	467
	March.....	29	178	20	119	99	24	469
	April.....	24	180	22	120	100	23	469
	May.....	25	184	25	123	101	24	483
	June.....	28	187	27	126	104	24	497
	July.....	31	192	30	128	105	25	512
	August.....	34	194	31	128	106	25	517
	September.....	36	198	32	130	107	26	530
	October.....	38	202	33	132	107	27	538

(1) Includes Agricultural Supplementary Labour Income.

(2) Excludes Agricultural Supplementary Labour Income.

(3) All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree exactly with the sum of the estimates.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision).

Geographical and Industrial Unit	Number of Employees Reported at Dec. 1, 1947	Aggregate Weekly Payrolls Reported at Dec. 1, 1947	Average Weekly Earnings Reported at			Index Numbers Based on June 1, 1941 as 100 p.c.					
						Employment			Aggregate Weekly Payrolls		
			Dec. 1, 1947	Nov. 1, 1947	Dec. 1, 1946	Dec. 1, 1947	Nov. 1, 1947	Dec. 1, 1946	Dec. 1, 1947	Nov. 1, 1947	Dec. 1, 1946
(a) PROVINCES											
Maritime Provinces	152,474	5,157,766	33-83	33-60	30-83	128-7	126-8	121-1	198-8	194-6	170-2
Prince Edward Island.....	3,472	106,027	30-54	30-12	29-98	153-4	149-8	128-6	214-9	207-0	176-0
Nova Scotia.....	85,696	2,880,285	33-61	33-47	31-31	119-4	120-0	115-1	178-0	177-9	159-1
New Brunswick.....	63,306	2,171,454	34-30	33-97	30-19	142-7	137-1	130-6	234-4	222-9	189-2
Quebec	621,000	22,856,250	36-81	36-27	32-65	130-8	129-5	122-5	200-9	196-0	166-6
Ontario	858,055	33,884,302	39-49	38-99	34-71	126-8	125-4	116-7	184-7	180-3	149-1
Prairie Provinces	237,746	8,993,607	37-83	37-71	34-84	133-9	132-6	128-4	191-3	188-9	169-0
Manitoba.....	107,437	4,016,212	37-38	37-36	34-77	130-0	128-9	126-5	183-2	181-5	165-6
Saskatchewan.....	47,968	1,754,209	36-57	36-57	34-03	132-3	131-9	125-8	186-7	186-3	165-0
Alberta.....	82,341	3,223,186	39-14	38-85	35-40	140-3	138-2	132-4	205-4	200-9	175-9
British Columbia	193,899	7,919,393	40-84	40-66	36-27	150-5	150-6	136-8	215-7	214-8	174-4
CANADA	2,063,174	78,811,318	38-20	37-79	33-95	130-8	129-5	121-6	193-7	189-7	159-9
(b) CITIES											
Montreal.....	294,115	10,928,522	37-16	36-74	33-52	131-8	129-6	126-1	190-7	185-6	164-8
Quebec City.....	30,183	985,717	32-66	32-70	29-31	121-8	121-3	106-3	188-9	188-1	148-3
Toronto.....	267,192	10,431,680	39-04	38-59	34-39	129-5	128-2	122-1	188-7	184-6	156-2
Ottawa.....	24,724	819,634	33-15	32-67	29-65	122-5	121-4	122-0	176-2	172-1	156-6
Hamilton.....	63,966	2,581,634	40-36	38-70	35-04	118-5	117-2	108-8	173-9	164-8	139-0
Windsor.....	38,704	1,805,972	46-66	45-60	40-71	119-1	121-2	106-3	148-9	148-1	114-6
Winnipeg.....	70,766	2,453,292	34-67	34-21	31-70	135-8	132-7	132-5	184-8	178-2	164-8
Vancouver.....	86,666	3,319,007	38-30	37-97	34-48	163-3	155-3	152-5	235-2	221-9	198-5
Halifax.....	21,982	714,372	32-50	32-58	29-12	121-9	124-2	134-7	175-0	178-6	171-4
Saint John.....	13,732	428,220	31-18	32-09	29-64	128-7	129-9	129-3	185-2	192-0	177-5
Sherbrooke.....	10,655	346,730	32-54	32-24	28-73	118-0	116-7	111-7	184-6	180-8	154-2
Three Rivers.....	11,321	419,774	37-08	36-65	32-31	136-6	142-9	124-1	195-6	202-2	155-2
Kitchener-Waterloo.....	20,938	794,121	37-93	37-46	32-89	137-5	135-3	129-4	230-1	223-3	187-0
London.....	26,217	987,760	35-77	35-43	31-95	146-6	145-4	138-4	205-2	201-5	173-1
Fort William-Port Arthur.....	12,570	530,146	42-18	41-80	36-20	87-6	87-1	76-9	138-6	136-5	104-0
Regina.....	12,244	405,071	33-08	33-25	30-17	133-9	129-8	126-5	191-9	187-1	165-2
Saskatoon.....	8,126	274,384	33-77	33-85	30-82	160-7	161-6	150-5	245-2	247-1	210-5
Calgary.....	21,556	777,471	36-07	36-21	32-65	135-7	134-3	126-6	193-7	192-5	162-2
Edmonton.....	21,908	772,079	35-24	34-72	31-47	157-5	152-4	146-8	228-2	217-2	189-6
Victoria.....	13,524	496,972	36-75	36-28	32-84	155-0	148-7	156-0	227-5	215-7	204-3
(c) INDUSTRIES											
Manufacturing	1,075,337	42,170,341	39-22	38-52	34-54	122-1	122-1	115-6	184-4	181-2	153-6
Durable Goods ⁽¹⁾	498,372	20,969,403	42-08	41-26	37-15	117-9	117-5	109-2	175-8	171-9	143-9
Non-Durable Goods.....	549,637	20,029,174	36-44	35-86	32-07	125-6	125-9	121-6	194-6	192-0	165-2
Electric Light and Power.....	27,328	1,171,764	42-88	42-20	39-15	134-1	135-2	121-4	181-7	180-4	147-7
Logging.....	122,194	4,742,324	38-81	37-83	29-60	253-4	222-6	223-6	493-3	422-3	332-3
Mining.....	80,437	3,717,309	46-21	44-87	40-12	96-6	94-8	90-2	139-7	133-3	113-6
Communications.....	44,961	1,600,500	35-60	35-37	33-25	171-2	172-8	159-2	223-2	224-0	193-8
Transportation.....	180,764	8,106,470	44-85	45-03	42-88	141-9	139-9	137-4	194-2	192-1	180-3
Construction and Maintenance Services ⁽²⁾	227,002	8,286,940	36-51	36-65	32-77	125-4	130-4	104-9	198-8	207-5	149-7
Trade.....	65,066	1,623,425	24-95	24-49	22-56	140-7	142-3	131-7	213-2	211-1	183-9
Trade.....	267,413	8,564,009	32-03	32-36	28-77	144-5	138-2	135-2	195-2	188-6	165-1
Eight Leading Industries	2,063,174	78,811,318	38-20	37-79	33-95	130-8	129-5	121-6	193-7	189-7	159-9
Finance	83,246	3,110,449	37-36	37-30	35-63	136-4	136-4	128-7	175-8	175-6	158-7
Nine Leading Industries	2,146,420	81,921,767	38-17	37-77	34-02	131-0	129-8	121-9	192-9	189-1	159-9

(1) This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, with the exception of electric light and power.

(2) Mainly hotels and restaurants and laundry and dry cleaning plants.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(BASE: June 1, 1941=100)

(The latest figures are subject to revision)

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Earnings	Index Numbers of			Average Weekly Earnings
	Employment	Aggregate Weekly Payrolls	Average Weekly Earnings		Employment	Aggregate Weekly Payrolls	Average Weekly Earnings	
			\$				\$	
June 1, 1941.....	100.0	100.0	100.0	25.25	100.0	100.0	100.0	25.57
Dec. 1, 1944.....	121.6	152.1	127.1	32.19	131.0	168.0	130.4	33.35
Dec. 1, 1945.....	113.4	139.5	125.3	31.63	109.6	136.7	126.9	32.44
Dec. 1, 1946.....	121.6	159.9	134.5	33.95	115.6	153.6	135.1	34.54
Jan. 1, 1947.....	118.5	149.9	129.3	32.64	113.5	141.5	126.7	32.40
Feb. 1, 1947.....	118.3	160.6	138.7	35.03	115.4	156.8	138.2	35.34
Mar. 1, 1947.....	118.1	163.0	141.0	35.61	115.8	159.5	140.0	35.81
April 1, 1947.....	118.3	163.9	141.5	35.73	116.3	160.8	140.7	35.98
May 1, 1947.....	117.6	163.7	142.1	35.89	116.5	162.7	141.8	36.27
June 1, 1947.....	120.8	168.5	142.6	36.00	117.6	165.9	143.3	36.64
July 1, 1947.....	124.1	173.8	143.2	36.15	119.4	167.7	142.6	36.47
Aug. 1, 1947.....	126.1	178.6	144.7	36.53	120.5	171.5	144.6	36.97
Sept. 1, 1947.....	126.5	180.3	145.6	36.76	121.0	173.3	145.3	37.16
Oct. 1, 1947.....	127.6	184.9	148.1	37.39	121.2	177.5	148.8	38.04
Nov. 1, 1947.....	129.5	189.7	149.7	37.79	122.1	181.2	150.6	38.52
Dec. 1, 1947.....	130.8	193.7	151.3	38.20	122.1	184.4	153.4	39.22

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

Average Calendar Year 1926=100

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Dec. 1, 1931.....	99.1	112.7				94.7	99.3	106.0				90.5
Dec. 1, 1932.....	83.2	83.8				82.9	84.1	86.7				73.5
Dec. 1, 1933.....	91.8	93.4				92.4	93.3	89.3				85.4
Dec. 1, 1934.....	98.9	106.9				96.4	101.7	94.3				92.9
Dec. 1, 1935.....	104.6	107.5				103.8	107.0	101.3				99.3
Dec. 1, 1936.....	110.1	115.3				112.6	112.9	98.6				101.5
Dec. 1, 1937.....	121.6	122.5	79.4	127.6	118.9	129.6	125.8	100.5	96.0		108.0	107.5
Dec. 1, 1938.....	114.0	109.8	85.4	121.5	97.2	121.7	114.4	103.5	95.4	114.1	108.9	105.8
Dec. 1, 1939.....	122.7	123.0	90.6	132.1	113.8	130.3	124.5	108.9	102.2	113.1	116.4	110.0
Dec. 1, 1940.....	139.1	133.2	106.1	142.7	123.4	149.7	142.7	118.8	110.2	123.0	129.4	123.6
Dec. 1, 1941.....	168.8	187.9	117.5	204.4	171.7	179.8	174.0	135.5	129.5	132.7	146.9	144.5
Dec. 1, 1942.....	186.5	195.1	108.6	220.4	169.6	202.2	188.2	141.9	139.1	136.2	149.9	187.4
Dec. 1, 1943.....	190.5	199.6	125.2	220.3	178.0	208.3	188.6	150.3	142.6	140.9	168.5	193.7
Dec. 1, 1944.....	185.7	191.8	133.5	210.4	171.8	197.6	188.0	151.9	147.3	145.3	163.2	182.5
Dec. 1, 1945.....	173.2	186.7	124.9	199.5	174.1	179.4	173.1	153.6	145.1	148.5	165.4	171.5
Dec. 1, 1946.....	185.7	184.5	137.7	193.2	176.2	192.7	188.2	164.7	157.7	160.3	178.1	184.6
Jan. 1, 1947.....	181.0	169.4	128.9	169.0	172.4	186.7	188.7	158.3	151.3	148.4	175.4	180.4
Feb. 1, 1947.....	180.7	168.0	124.7	172.3	165.2	186.2	187.6	154.6	148.3	142.9	171.7	180.8
Mar. 1, 1947.....	180.4	148.9	124.0	138.1	164.4	188.4	188.7	155.4	149.5	145.1	171.1	180.9
Apr. 1, 1947.....	180.7	153.3	127.4	138.2	174.4	185.8	189.9	155.3	149.1	145.5	171.1	183.6
May 1, 1947.....	179.6	151.7	128.0	141.9	165.7	182.2	189.4	155.7	148.9	147.2	171.5	186.2
June 1, 1947.....	184.5	165.8	139.3	165.2	168.2	186.9	191.8	161.9	152.4	157.7	179.1	192.4
July 1, 1947.....	189.5	179.4	150.9	186.3	172.2	191.2	195.7	167.3	155.7	162.5	187.8	196.9
Aug. 1, 1947.....	192.6	185.9	157.0	188.2	180.1	195.0	196.7	172.1	159.1	167.5	194.8	204.2
Sept. 1, 1947.....	193.2	184.7	159.2	191.7	177.3	196.1	196.4	172.1	158.5	168.0	195.4	207.5
Oct. 1, 1947.....	194.8	188.2	162.7	196.5	179.2	199.3	199.6	166.8	155.7	163.1	186.1	206.0
Nov. 1, 1947.....	197.8	193.3	160.4	201.4	184.9	203.7	202.2	170.1	160.7	168.0	185.9	203.1
Dec. 1, 1947.....	199.7	196.1	164.3	200.5	192.5	205.8	204.5	171.8	162.1	168.5	188.7	203.0
Relative Weight of Employment by Provinces and Economic Areas as at December 1, 1947	100.0	7.4	.2	4.1	3.1	30.1	41.6	11.5	5.2	2.3	4.0	9.4

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY
(The latest figures are subject to revision.)

Industries	Number of Employees Reported at Dec. 1, 1947	Aggregate Weekly Payrolls Reported at Dec. 1, 1947	Average Weekly Earnings Reported at			Index Numbers Based on June 1, 1941 as 100 p.c.		
						Employment		
			Dec. 1, 1947	Nov. 1, 1947	Dec. 1, 1946	Dec. 1, 1947	Nov. 1, 1947	Dec. 1, 1946
		\$	\$	\$	\$			
Manufacturing	1,075,337	42,170,341	39.22	38.52	34.54	122.1	122.1	115.6
Animal products—edible.....	51,284	1,957,285	38.17	35.85	33.70	148.1	145.1	143.7
Fur and products.....	3,996	156,736	39.22	38.68	32.78	128.6	126.5	137.4
Leather and products.....	31,676	942,500	29.75	29.28	26.46	110.4	109.1	116.6
Boots and shoes.....	19,212	545,743	28.41	27.90	25.83	105.4	104.0	112.4
Lumber and its products.....	79,537	2,799,215	35.19	34.70	30.86	121.6	124.5	111.0
Rough and dressed lumber.....	45,643	1,661,822	36.41	36.00	31.91	109.8	116.2	95.3
Furniture.....	15,802	541,448	34.26	33.53	29.74	149.7	141.8	146.9
Other lumber products.....	18,092	595,945	32.94	32.21	29.55	139.2	139.8	131.3
Plant products—edible.....	66,892	2,133,997	31.90	31.47	28.97	150.4	158.0	145.4
Pulp and paper products.....	113,033	5,000,366	44.24	44.02	38.50	140.2	141.0	130.2
Pulp and paper.....	49,808	2,564,850	51.49	51.32	44.00	136.1	139.4	123.7
Paper products.....	21,863	775,537	35.47	35.14	30.42	155.7	154.9	151.0
Printing and publishing.....	41,362	1,659,979	40.13	39.62	36.22	137.3	135.5	129.2
Rubber products.....	24,741	1,024,504	41.41	41.52	37.64	145.6	144.7	140.2
Textile products.....	154,880	4,664,384	30.12	29.47	26.62	110.7	110.0	106.3
Thread, yarn and cloth.....	57,145	1,824,386	31.93	30.70	27.52	107.9	106.7	102.1
Cotton yarn and cloth.....	21,618	676,921	31.31	29.69	26.72	88.0	86.6	85.3
Woolen yarn and cloth.....	15,362	481,752	31.36	30.64	26.75	111.8	109.8	107.4
Artificial silk and silk goods.....	15,121	500,551	33.10	31.64	29.03	136.8	136.7	124.7
Hosiery and knit goods.....	26,116	708,987	27.15	26.43	24.39	120.3	117.8	113.3
Garments and personal furnishings.....	54,937	1,592,696	28.99	28.99	26.40	113.6	114.2	108.5
Other textile products.....	16,682	538,315	32.27	31.57	27.70	97.0	96.7	102.8
Tobacco.....	10,665	335,265	31.44	31.96	27.39	120.0	118.0	127.3
Beverages.....	18,604	780,460	41.95	41.51	37.27	162.1	164.6	149.2
Chemicals and allied products.....	41,298	1,720,052	41.65	41.42	36.30	94.1	94.2	94.0
Clay, glass and stone products.....	21,373	862,676	40.36	39.58	34.00	139.4	138.5	129.8
Electric light and power.....	27,328	1,171,764	42.88	42.20	39.15	134.1	135.2	121.4
Electrical apparatus.....	53,501	2,206,699	41.25	39.75	35.69	170.6	168.8	148.8
Iron and steel products.....	293,791	12,936,853	44.03	43.29	39.19	109.7	109.1	103.7
Crude, rolled and forged products.....	37,866	1,776,077	46.90	45.37	40.94	129.6	128.6	122.8
Machinery (other than vehicles).....	29,846	1,271,907	42.62	42.13	37.19	116.2	116.0	110.9
Agricultural implements.....	16,600	727,336	43.82	41.42	38.08	182.9	179.7	158.3
Land vehicles and aircraft.....	111,601	4,990,340	44.72	44.52	41.22	98.2	97.6	91.7
Automobiles and parts.....	45,973	2,236,092	48.64	47.10	41.70	117.5	113.7	98.8
Steel shipbuilding and repairing.....	23,951	1,113,891	46.51	44.35	38.89	122.4	124.9	118.5
Heating appliances.....	7,904	306,548	38.78	38.05	33.66	147.4	144.1	128.5
Iron and steel fabrication (n.e.s.).....	11,291	495,541	43.89	42.85	39.60	97.0	95.9	82.2
Foundry and machine shop products.....	8,243	351,121	42.60	42.02	37.35	94.4	93.2	85.5
Other iron and steel products.....	46,489	1,904,092	40.96	40.62	36.08	103.4	102.1	103.1
Non-ferrous metal products.....	49,205	2,131,000	43.31	42.63	37.90	118.3	116.2	104.6
Non-metallic mineral products.....	15,311	717,168	46.84	46.12	39.91	119.7	119.9	115.0
Miscellaneous.....	18,222	629,417	34.54	33.86	29.72	139.2	137.8	140.0
Logging	122,194	4,742,324	38.81	37.83	29.60	253.4	222.6	223.6
Mining	80,437	3,717,309	46.21	44.87	40.12	96.6	94.8	90.2
Coal.....	24,936	1,101,300	44.17	42.98	40.03	98.9	96.3	106.2
Metallic ores.....	40,179	1,992,231	49.58	48.18	42.61	84.1	81.9	73.1
Non-metallic minerals (except coal).....	15,322	623,778	40.71	39.54	33.84	143.9	146.2	125.9
Communications	44,961	1,600,500	35.60	35.37	33.25	171.2	172.8	159.2
Telegraphs.....	8,297	318,855	38.43	37.78	36.63	121.8	123.3	118.6
Telephones.....	36,248	1,266,903	34.95	34.80	32.32	186.2	188.1	172.0
Transportation	180,764	8,106,470	44.85	45.03	42.88	141.9	139.9	137.4
Street railways, cartage and storage.....	60,809	2,466,265	40.56	39.85	36.53	157.1	150.2	151.5
Steam railways.....	90,055	4,429,447	49.19	50.07	49.07	131.5	131.9	130.0
Shipping and stevedoring.....	29,900	1,210,758	40.49	39.88	36.18	137.9	137.4	127.8
Construction and Maintenance	227,002	8,286,940	36.51	36.65	32.77	125.4	130.4	104.9
Building.....	100,846	4,113,695	40.79	40.23	35.44	153.0	158.6	121.9
Highway.....	89,525	2,888,428	32.26	32.65	28.79	122.9	127.9	100.6
Railway.....	36,631	1,284,817	35.07	36.64	35.06	84.7	88.6	85.4
Services	65,066	1,623,425	24.95	24.49	22.56	140.7	142.3	131.7
Hotels and restaurants.....	42,868	1,011,218	23.59	23.10	21.76	145.0	150.1	137.1
Personal (chiefly laundries).....	22,198	612,207	27.58	27.20	24.13	129.1	129.6	123.9
Trade	267,413	8,564,009	32.03	32.36	28.77	144.5	138.2	135.2
Retail.....	194,417	5,735,154	29.50	29.92	26.61	145.0	136.5	136.1
Wholesale.....	72,996	2,828,855	38.75	38.44	34.93	146.5	147.1	134.9
Eight Leading Industries	2,063,174	78,811,318	38.20	37.79	33.95	130.8	129.5	121.6
Finance	83,246	3,110,449	37.36	37.30	35.63	136.4	136.4	128.7
Banks and trust companies.....	46,981	1,646,025	32.91	32.87	31.82	144.7	144.7	134.8
Brokerage and stock market operations.....	3,708	170,389	45.95	46.09	40.70	163.2	165.0	196.0
Insurance.....	32,557	1,394,035	42.82	42.68	40.53	123.6	123.5	116.9
Nine Leading Industries	2,146,420	81,921,767	38.17	37.77	34.02	131.0	129.8	121.9

TABLE C-5.—SEX DISTRIBUTION OF THE PERSONS IN RECORDED EMPLOYMENT

Industries	Dec. 1, 1947				Nov. 1, 1947		Dec. 1, 1946	
	Men	Women	Men	Women	Men	Women	Men	Women
	No.	No.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Manufacturing	828,222	247,115	77.0	23.0	77.0	23.0	76.3	23.7
Animal products—edible.....	41,926	9,358	81.8	18.2	79.9	20.1	81.6	18.4
Fur and products.....	2,446	1,550	61.2	38.8	61.8	38.2	62.0	38.0
Leather and products.....	19,720	11,956	62.3	37.7	61.6	38.4	61.0	39.0
Boots and shoes.....	11,175	8,037	58.2	41.8	58.0	42.0	57.7	42.3
Lumber and products.....	73,073	6,404	91.9	8.1	92.0	8.0	91.2	8.8
Rough and dressed lumber.....	43,103	2,540	94.4	5.6	94.5	5.5	94.3	5.7
Furniture.....	14,334	1,468	90.7	9.3	90.7	9.3	90.1	9.9
Other lumber products.....	15,636	2,456	86.4	13.6	86.5	13.5	85.4	14.6
Plant products—edible.....	42,043	24,849	62.9	37.1	63.2	36.8	64.8	35.2
Pulp and paper products.....	90,413	22,620	80.0	20.0	80.2	19.8	78.9	21.1
Pulp and paper.....	47,266	2,542	94.9	5.1	94.7	5.3	94.0	6.0
Paper products.....	14,056	7,807	64.3	35.7	64.1	35.9	61.8	38.2
Printing and publishing.....	29,091	12,271	70.3	29.7	70.6	29.4	70.0	30.0
Rubber products.....	18,303	6,438	74.0	26.0	74.4	25.6	74.3	25.7
Textile products.....	69,500	85,380	44.9	55.1	44.6	55.4	44.5	55.5
Thread, yarn and cloth.....	34,729	22,416	60.8	39.2	60.5	39.5	61.3	38.7
Cotton yarn and cloth.....	13,022	8,596	60.2	39.8	58.8	41.2	60.2	39.8
Woolen yarn and cloth.....	8,750	6,612	57.0	43.0	56.9	43.1	57.4	42.6
Artificial silk and silk goods.....	9,605	5,516	63.5	36.5	64.5	35.5	64.7	35.3
Hosiery and knit goods.....	9,238	16,878	35.4	64.6	35.3	64.7	35.9	64.1
Garments and personal furnishings.....	16,412	38,525	29.9	70.1	29.8	70.2	29.4	70.6
Other textile products.....	9,121	7,561	54.7	45.3	53.9	46.1	50.3	49.7
Tobacco.....	4,413	6,252	41.4	58.6	42.2	57.8	42.1	57.9
Beverages.....	15,941	2,663	85.7	14.3	86.7	13.3	85.1	14.9
Chemicals and allied products.....	31,115	10,183	75.3	24.7	75.0	25.0	72.3	27.7
Clay, glass and stone products.....	18,768	2,605	87.8	12.2	88.0	12.0	86.5	13.5
Electric light and power.....	24,398	2,930	89.3	10.7	89.4	10.6	88.9	11.1
Electrical apparatus.....	36,665	16,836	68.5	31.5	69.0	31.0	68.1	31.9
Iron and steel products.....	271,639	22,152	92.5	7.5	92.6	7.4	91.9	8.1
Crude, rolled and forged products.....	36,050	1,816	95.2	4.8	95.2	4.8	93.9	6.1
Machinery (other than vehicles).....	26,521	3,325	88.9	11.1	89.3	10.7	88.7	11.3
Agricultural implements.....	15,824	776	95.3	4.7	95.3	4.7	94.8	5.2
Land vehicles and aircraft.....	104,984	6,617	94.1	5.9	94.2	5.8	94.4	5.6
Automobiles and parts.....	40,902	5,071	89.0	11.0	89.3	10.7	89.9	10.1
Steel shipbuilding and repairing.....	23,294	657	97.3	2.7	97.3	2.7	95.2	4.8
Heating appliances.....	7,286	618	92.2	7.8	93.4	6.6	93.6	6.4
Iron and steel fabrication (n.e.s.).....	10,386	905	92.0	8.0	92.2	7.8	91.0	9.0
Foundry and machine shop products.....	7,807	436	94.7	5.3	94.7	5.3	93.9	6.1
Other iron and steel products.....	39,487	7,002	84.9	15.1	85.2	14.8	84.0	16.0
Non-ferrous metal products.....	41,930	7,275	85.2	14.8	85.3	14.7	83.6	16.4
Non-metallic mineral products.....	13,935	1,376	91.0	9.0	91.4	8.6	91.4	8.6
Miscellaneous.....	11,994	6,228	65.8	34.2	65.6	34.4	66.2	33.8
Logging	120,164	2,030	98.3	1.7	98.2	1.8	98.4	1.6
Mining	78,821	1,616	98.0	2.0	97.9	2.1	98.0	2.0
Coal.....	24,705	231	99.1	0.9	99.0	1.0	99.0	1.0
Metallic ores.....	39,375	804	98.0	2.0	98.0	2.0	97.9	2.1
Non-metallic minerals (except coal).....	14,741	581	96.2	3.8	96.2	3.8	95.9	4.1
Communications	21,331	23,630	47.4	52.6	47.3	52.7	45.4	54.6
Telegraphs.....	6,642	1,655	80.1	19.9	79.6	20.4	78.3	21.7
Telephones.....	14,383	21,865	39.7	60.3	39.6	60.4	37.5	62.5
Transportation	169,361	11,403	93.7	6.3	93.6	6.4	93.5	6.5
Street railways, cartage and storage.....	56,208	4,601	92.4	7.6	92.2	7.8	92.2	7.8
Steam railway operation.....	84,347	5,708	93.7	6.3	93.7	6.3	93.4	6.6
Shipping and stevedoring.....	28,806	1,094	96.3	3.7	96.3	3.7	96.7	3.3
Construction and Maintenance	223,106	3,896	98.3	1.7	98.3	1.7	98.1	1.9
Building.....	98,484	2,362	97.7	2.3	97.8	2.2	97.3	2.7
Highway.....	88,117	1,408	98.4	1.6	98.4	1.6	98.2	1.8
Railway.....	36,505	126	99.7	0.3	99.7	0.3	99.7	0.3
Services	30,672	34,394	47.1	52.9	46.6	53.4	45.1	54.9
Hotels and restaurants.....	21,253	21,615	49.6	50.4	49.3	50.7	48.6	51.4
Personal (chiefly laundries).....	9,419	12,779	42.4	57.6	41.3	58.7	38.4	61.6
Trade	154,818	112,595	57.9	42.1	59.4	40.6	55.7	44.3
Retail.....	99,098	95,319	51.0	49.0	52.6	47.4	48.8	51.2
Wholesale.....	55,720	17,276	76.3	23.7	76.3	23.7	75.6	24.4
Eight Leading Industries	1,626,495	436,679	78.8	21.2	79.0	21.0	77.9	22.1
Finance	44,005	39,241	52.9	47.1	52.9	47.1	53.5	46.5
Banks and trust companies.....	22,814	24,167	48.6	51.4	48.6	51.4	49.5	50.5
Brokerage and stock market operations.....	2,399	1,309	64.7	35.3	64.6	35.4	65.1	34.9
Insurance.....	18,792	13,765	57.7	42.3	57.8	42.2	58.0	42.0
All Industries	1,670,500	475,920	77.8	22.2	78.0	22.0	76.9	23.1

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

Week Preceding	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Dec. 1, 1944	46.3	46.9	45.5	70.5	77.9	60.4
Dec. 1, 1945	44.8	44.9	44.6	67.0	74.0	60.6
Dec. 1, 1946	43.2	43.2	43.2	74.5	81.8	67.6
*Jan. 1, 1947	38.1	38.0	38.1	76.3	83.3	69.4
Feb. 1, 1947	43.2	43.2	43.1	76.4	83.5	69.4
Mar. 1, 1947	43.4	43.6	43.2	77.1	84.2	69.9
Apr. 1, 1947	43.2	43.4	43.1	77.6	84.8	70.5
May 1, 1947	43.2	43.3	43.1	78.3	85.4	71.2
June 1, 1947	42.9	43.0	42.7	79.9	86.2	73.4
July 1, 1947	42.0	42.5	41.6	80.8	86.8	74.7
Aug. 1, 1947	42.5	42.6	42.3	81.3	87.7	74.8
Sept. 1, 1947	42.3	42.5	42.2	82.2	88.8	75.7
Oct. 1, 1947	43.1	43.5	42.6	83.4	90.6	76.2
Nov. 1, 1947	42.9	43.1	42.7	84.7	91.9	77.6
Dec. 1, 1947	43.5	43.7	43.2	85.5	92.8	78.3

* The averages at this date were affected by loss of working time at the year-end holidays.

TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING

Week Preceding	All Manufactures ⁽¹⁾		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
Dec. 1, 1944	33.29	32.64	36.83	36.54	29.23	27.48
Dec. 1, 1945	32.32	30.02	35.20	33.23	29.83	27.03
Dec. 1, 1946	34.43	32.18	37.15	35.34	32.07	29.20
*Jan. 1, 1947	32.23	29.07	34.40	31.65	30.29	26.44
Feb. 1, 1947	35.22	33.00	37.91	36.07	32.82	29.91
Mar. 1, 1947	35.69	33.46	38.48	36.71	33.17	30.20
Apr. 1, 1947	35.87	33.52	38.59	36.80	33.38	30.39
May 1, 1947	36.13	33.83	38.83	36.98	33.67	30.69
June 1, 1947	36.52	34.28	38.91	37.07	34.32	31.11
July 1, 1947	36.34	33.94	38.71	36.89	34.18	31.08
Aug. 1, 1947	36.85	34.55	39.26	37.36	34.65	31.64
Sept. 1, 1947	37.05	34.77	39.49	37.74	34.83	31.95
Oct. 1, 1947	37.94	35.95	40.44	39.41	35.21	32.46
Nov. 1, 1947	38.42	36.34	41.26	39.70	35.86	33.14
Dec. 1, 1947	39.12	37.19	42.08	40.55	36.44	33.83

(1) Exclusive of electric light and power.

* See footnote to Table C-6.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

	Average Hours Worked			Average Hourly Earnings		
	Dec. 1, 1947	Nov. 1, 1947	Dec. 1, 1946	Dec. 1, 1947	Nov. 1, 1947	Dec. 1, 1946
	Nova Scotia	44.2	44.1	45.0	77.1	78.2	69.6
New Brunswick	44.7	45.3	45.8	77.3	77.0	67.8
Quebec	45.6	45.0	45.2	77.2	76.5	67.8
Ontario	42.8	42.1	42.2	90.1	89.1	77.8
Manitoba	43.1	42.0	43.1	83.1	82.6	75.6
Saskatchewan	42.8	42.4	43.2	87.4	86.8	76.2
Alberta	42.3	41.1	42.4	84.7	84.7	75.4
British Columbia	38.3	38.8	39.4	103.3	101.7	90.1
Toronto	43.4	43.1	43.3	81.5	80.7	72.6
Montreal	41.3	40.9	41.2	89.7	88.5	77.3
Hamilton	42.6	41.1	42.5	93.6	91.0	81.0
Winnipeg	42.8	41.4	42.6	82.3	81.9	75.5
Vancouver	38.3	38.1	38.8	102.1	101.0	90.9

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages			Wage-Earners ⁽³⁾ Working Hours Shown in Col. 1
	Dec. 1, 1947	Nov. 1, 1947	Dec. 1, 1946	Dec. 1, 1947	Nov. 1, 1947	Dec. 1, 1946	Dec. 1, 1947	Nov. 1, 1947	Dec. 1, 1946	
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$	
Manufacturing	43.5	42.9	43.2	85.5	81.7	74.5	37.19	36.34	32.18	794,069
*Durable manufactured goods.....	43.7	43.2	43.2	92.8	91.9	81.8	40.55	39.70	35.34	394,152
Non-durable manufactured goods.....	43.2	42.7	43.2	78.3	77.6	67.6	33.83	33.14	29.20	399,917
Animal products—edible.....	44.5	41.0	43.1	84.5	81.0	72.8	37.60	33.21	31.38	29,912
Dairy products.....	47.1	47.1	46.9	70.9	69.1	63.3	33.39	32.55	29.69	6,642
Meat products.....	44.3	39.2	42.3	91.6	90.0	79.0	40.58	35.28	33.42	21,148
Leather products.....	40.3	39.7	42.5	68.7	68.3	58.5	27.69	27.12	24.86	23,067
Leather boots and shoes.....	40.0	39.2	42.8	65.3	65.1	55.8	26.12	25.52	23.88	14,168
*Lumber products.....	42.3	42.3	42.7	79.6	78.5	68.7	33.67	33.21	29.33	63,605
Rough and dressed lumber.....	41.3	41.7	42.1	84.3	82.9	72.5	34.82	34.57	30.52	35,356
Containers.....	42.9	42.6	43.4	76.4	75.5	66.0	32.78	32.16	28.64	7,631
Furniture.....	43.6	43.4	43.7	75.2	73.6	64.9	32.79	31.94	28.36	13,106
*Musical instruments.....	45.6	45.4	45.8	71.9	70.4	61.2	32.79	31.96	28.03	852
Plant products—edible.....	41.8	41.3	42.4	67.9	67.3	59.7	28.38	27.79	25.31	47,308
Flour and other milled products.....	45.1	44.9	45.9	83.0	82.1	70.6	37.43	36.86	32.41	6,279
Fruit and vegetable preserving.....	38.7	38.8	40.6	63.3	64.5	55.8	24.50	25.03	22.65	13,470
Bread and bakery products.....	42.2	41.7	42.8	65.3	64.8	56.7	27.56	27.02	24.65	12,554
Chocolate and cocoa products.....	42.1	40.3	41.3	58.0	57.6	52.0	24.42	23.21	21.48	6,544
Pulp and paper products.....	46.2	46.0	46.2	93.6	93.1	79.8	43.24	42.83	36.87	83,701
Pulp and paper.....	49.7	49.7	49.8	100.2	99.7	84.7	49.80	49.55	42.18	42,940
Paper products.....	43.8	43.1	43.6	74.6	74.2	62.9	32.67	31.98	27.42	16,742
Printing and publishing.....	41.6	41.1	42.0	93.4	92.1	82.0	38.85	37.85	34.44	24,019
Rubber products.....	43.4	43.9	41.7	91.3	91.8	82.4	39.62	40.30	34.36	20,264
Textile products.....	42.0	41.3	41.9	66.1	65.2	57.8	27.76	26.93	24.27	124,198
Thread, yarn and cloth.....	45.2	44.0	45.0	66.1	64.7	56.6	29.88	28.47	25.47	51,386
Cotton yarn and cloth.....	44.9	44.0	45.2	66.2	63.7	55.7	29.72	28.03	25.18	20,196
Woolen yarn and cloth.....	44.1	43.5	43.6	66.4	65.3	56.7	29.28	28.41	24.72	13,509
Silk and artificial silk goods.....	46.1	43.7	46.1	66.4	66.2	57.7	30.61	28.93	26.60	13,364
Hosiery and knit goods.....	42.0	41.1	41.9	61.4	61.0	54.6	25.79	25.07	22.88	21,920
Garments and personal furnishings.....	38.0	37.9	38.3	66.9	67.0	60.6	25.42	25.39	23.21	38,113
Tobacco.....	42.1	42.9	43.1	65.8	66.6	56.8	27.70	28.57	24.48	8,253
Beverages.....	44.0	43.7	43.1	85.1	84.2	74.5	37.44	36.80	32.11	12,745
Distilled and malt liquor.....	43.6	43.3	42.7	87.9	87.0	76.4	38.32	37.67	32.62	11,026
Chemicals and allied products.....	43.6	43.3	43.8	85.6	85.8	72.6	37.32	37.15	31.80	25,028
Drugs and medicines.....	41.2	41.3	.....	70.1	69.8	.....	28.88	28.83	.....	3,056
Glass, glass and stone products.....	46.3	45.5	44.9	84.0	83.8	71.7	38.89	38.13	32.19	17,819
Clay products.....	46.4	45.5	44.0	80.5	80.5	70.5	37.35	36.63	31.02	6,050
Lime, Gypsum and Cement products.....	47.5	46.5	.....	84.1	82.7	.....	39.95	38.46	34.46	4,426
Electrical apparatus.....	42.1	41.1	41.5	92.0	89.8	78.1	38.73	36.91	32.41	39,619
Heavy electrical apparatus ⁽¹⁾	42.8	44.7	41.8	97.6	97.3	87.4	41.77	43.49	36.53	9,907
Iron and steel products.....	44.2	43.5	43.3	97.0	96.8	86.9	42.87	41.98	37.63	233,442
Crude, rolled and forged products.....	46.1	44.8	45.0	99.5	98.5	89.4	45.87	44.26	40.23	33,119
Primary iron and steel.....	46.1	44.7	45.4	101.1	101.2	91.7	46.61	45.24	41.63	26,430
Machinery (other than vehicles).....	45.4	45.2	44.6	89.9	89.1	78.2	40.81	40.27	34.88	22,481
Agricultural implements.....	43.2	40.6	42.5	98.7	97.7	85.9	42.64	39.67	36.51	13,655
Land vehicles and aircraft.....	43.0	42.8	42.2	102.7	102.4	94.9	44.16	43.83	40.05	84,092
Railway rolling stock.....	43.4	44.2	43.4	95.9	95.7	93.7	41.62	42.30	40.67	38,761
Automobiles and parts.....	42.4	41.1	40.1	111.5	111.3	99.0	47.28	45.74	39.70	38,596
Aeroplanes and parts.....	43.9	44.6	44.3	92.7	92.3	88.2	40.70	41.17	39.07	5,950
Steel shipbuilding and repairing.....	46.0	44.7	41.8	97.7	97.1	89.6	44.94	43.40	37.45	21,052
Iron and steel fabrication, n.e.s.....	43.2	42.4	43.3	93.2	93.3	81.8	40.26	39.14	35.42	8,699
Hardware, tools and cutlery.....	43.9	43.6	45.3	85.3	83.8	72.4	37.45	36.54	32.80	10,108
Foundry and machine shop products.....	43.7	43.7	44.2	95.7	94.5	82.3	41.82	41.30	36.38	6,675
Sheet metal work.....	43.0	43.0	42.6	85.6	85.9	73.8	36.81	36.94	31.44	11,972
*Non-ferrous metal products.....	43.9	43.4	43.8	93.4	92.6	81.3	41.00	40.19	35.61	38,815
Preparation of non-ferrous metallic ores.....	43.8	43.9	43.6	103.1	102.6	88.8	45.16	45.04	38.72	10,866
Aluminum and its products.....	45.4	44.5	45.0	93.4	92.9	82.1	42.40	41.34	36.95	10,317
Brass and copper mfg.....	43.1	42.4	.....	89.9	88.0	.....	38.75	37.31	33.83	9,855
Non-metallic mineral products.....	43.6	44.3	42.5	97.6	95.7	85.1	42.55	42.40	36.17	10,110
Petroleum and its products.....	42.0	42.3	40.6	104.9	104.5	93.9	44.06	44.20	38.12	6,165
Miscellaneous manufactured products.....	42.4	42.0	42.1	76.4	75.3	65.1	32.39	31.63	27.41	15,331
Mining	43.5	42.9	42.3	103.2	101.1	91.3	44.89	43.37	38.62	68,916
Coal.....	38.9	38.4	39.2	111.9	110.3	100.9	43.53	42.36	39.55	22,409
Metallic ores.....	45.7	44.8	44.5	104.8	103.0	90.7	47.89	46.14	40.36	34,538
Non-metallic minerals (except coal).....	45.9	45.5	43.6	84.7	82.3	72.3	38.88	37.45	31.52	11,969
Local Transportation ⁽²⁾	45.4	44.8	46.3	88.4	87.6	77.4	40.13	39.24	35.84	30,818
Building Construction	41.1	40.7	39.5	96.5	95.8	86.0	39.66	38.99	33.97	82,539
Highway Construction	36.6	37.4	35.6	74.3	74.7	67.0	27.19	27.94	23.85	45,382
Services (as indicated below).....	42.4	42.4	43.0	55.9	55.1	50.9	23.70	23.36	21.89	34,401
Hotels and restaurants.....	43.0	43.2	43.6	54.7	53.8	50.8	23.52	23.24	22.15	22,744
Personal (chiefly laundries).....	41.2	40.9	41.8	58.4	58.0	57.0	24.06	23.72	21.32	11,657

The industries classed in the durable manufactured industries are indicated by an asterisk. *

(1) Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows: Oct. 1, 1947, 183.3; Nov. 1, 1947, 184.6; Oct. 1, 1947, 185.2; Dec. 1, 1946, the index was 165.8.

(2) Chiefly street and electric railways. (3) For information respecting the sex distribution of the persons in recorded employment, see monthly reports on employment and payrolls.

TABLE C-10.—THE POST-WAR TREND OF EARNINGS, HOURS, AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

(SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S.;
Real Wages computed by Research and Statistics)

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of living	Average Real Weekly Earnings
WEEK PRECEDING:—						
January 1, 1945.....	46.1*	70.0	32.27*	106.8	96.0	111.3
February 1, 1945.....	45.4	70.1	31.83	105.3	96.0	109.7
March 1, 1945.....	45.8	70.1	32.11	106.3	96.0	110.7
April 1, 1945.....	45.6*	70.4	32.10*	106.2	96.0	110.6
May 1, 1945.....	45.5	70.5	32.08	106.2	96.3	110.3
June 1, 1945.....	44.3	70.3	31.14	103.0	96.8	106.4
July 1, 1945.....	44.3	70.1	31.05	102.7	97.3	105.5
August 1, 1945.....	44.3	69.5	30.79	101.9	97.5	104.5
September 1, 1945.....	44.1	69.2	30.52	101.9	97.0	104.1
October 1, 1945.....	44.7	67.8	30.31	100.3	96.8	103.6
November 1, 1945.....	44.9	67.5	30.31	100.3	97.0	103.4
December 1, 1945.....	44.8	67.0	30.02	99.3	97.2	102.2
January 1, 1946.....	44.2*	67.9	30.01*	99.3	97.0	102.4
February 1, 1946.....	44.1	68.1	30.03	99.4	97.0	102.5
March 1, 1946.....	44.0	67.9	29.88	98.9	97.2	101.7
April 1, 1946.....	44.4	68.4	30.37	100.5	97.7	102.9
May 1, 1946.....	43.0	68.9	29.63	98.0	98.7	99.3
June 1, 1946.....	42.0	69.1	29.02	96.0	100.0	96.0
July 1, 1946.....	42.4	70.0	29.68	98.2	101.2	97.0
August 1, 1946.....	43.0	70.0	30.10	99.6	101.6	98.0
September 1, 1946.....	42.7	70.6	30.15	99.8	101.5	98.3
October 1, 1946.....	42.9	71.4	30.63	101.4	102.6	98.8
November 1, 1946.....	42.4	72.9	30.91	102.3	102.8	99.5
December 1, 1946.....	43.2	74.5	32.18	106.5	102.8	103.6
January 1, 1947.....	42.7*	76.2	32.54*	107.7	102.8	104.8
February 1, 1947.....	43.1	76.3	32.89	108.8	103.4	105.2
March 1, 1947.....	43.4	77.1	33.46	110.7	104.3	106.1
April 1, 1947.....	43.2	77.6	33.52	110.9	105.7	104.9
May 1, 1947.....	43.2	78.3	33.83	111.9	107.7	103.9
June 1, 1947.....	42.9	79.9	34.28	113.4	109.1	103.9
July 1, 1947.....	42.0	80.8	34.94	112.3	110.0	102.1
August 1, 1947.....	42.5	81.3	34.55	114.3	110.5	103.4
September 1, 1947.....	42.3	82.2	34.77	115.1	112.8	102.0
October 1, 1947.....	43.1	83.4	35.95	119.0	115.0	103.5
November 1, 1947.....	42.9	84.7	36.34	120.3	116.2	103.5
December 1, 1947 ⁽¹⁾	43.5	85.5	37.19	123.1	118.1	104.2

* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, \$20.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03.

(1) Latest figures subject to revision.

NOTE.—Average Real Weekly Earnings were computed by dividing the index of the cost-of-living into an index of the average weekly earnings, both indices having been calculated on a similar base (Average 1946=100).

TABLE C-11.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1933	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Average 1943	.8	.9	1.1	.6	.9	.7	.8	.4	.8
Average 1944	.2	.6	.7	.4	.5	.6	.6	.5	.5
Average 1945	2.0	1.2	1.4	1.5	.7	.9	.6	1.5	1.4
Average 1946	2.7	1.7	1.2	1.1	1.2	1.2	.8	2.7	1.4
Average 1947	6.7	3.5	1.3	.6	.8	.8	1.0	1.5	1.3
Dec. 1932	8.4	16.5	30.9	28.5	20.9	20.8	22.8	26.0	25.5
Dec. 1933	11.2	11.5	23.2	24.9	20.3	17.2	17.6	19.8	21.0
Dec. 1934	4.7	7.2	24.5	18.7	16.1	13.1	9.0	24.6	18.0
Dec. 1935	7.8	7.5	20.6	13.4	13.1	11.6	9.6	15.9	14.6
Dec. 1936	6.8	6.2	20.9	13.8	10.9	12.8	6.4	12.7	14.3
Dec. 1937	3.3	4.6	16.5	12.9	16.8	10.6	6.7	15.8	13.0
Dec. 1938	8.4	9.8	21.2	14.5	21.4	11.8	9.5	17.3	16.2
Dec. 1939	5.3	4.3	16.1	9.7	12.0	10.2	4.9	12.4	11.4
Dec. 1940	2.6	2.3	11.1	5.9	6.6	6.7	4.8	9.0	7.4
Dec. 1941	1.0	2.1	5.7	6.0	6.2	4.2	3.8	5.3	5.2
Dec. 1942	.3	2.4	1.6	1.0	2.6	1.1	1.7	.6	1.2
Dec. 1943	2.9	.3	.7	.5	.8	.8	.9	.5	.8
Dec. 1944	.0	.2	.9	.4	.8	.5	.7	.6	.6
Dec. 1945	4.6	4.7	1.8	4.0	1.2	1.3	.9	3.5	3.0
Dec. 1946	1.5	.3	1.4	.9	1.3	1.5	1.4	3.6	1.5
Dec. 1947	3.6	8.4	2.2	.9	1.1	.6	1.5	2.0	1.7
Mar. 1943	.6	.8	2.2	1.1	1.1	1.0	1.1	.4	1.3
June 1943	.3	1.1	1.0	.4	.6	.6	1.1	.1	.6
Sept. 1943	.1	.4	.4	.3	.3	.7	.1	.2	.3
Dec. 1943	2.9	.3	.7	.5	.8	.8	.9	.5	.8
Mar. 1944	.4	.9	.9	.9	.9	.7	.4	.7	.9
June 1944	.1	.6	.4	.2	.2	.5	.2	.2	.3
Sept. 1944	.2	.7	.4	.2	.1	.5	.1	.4	.3
Dec. 1944	.0	.2	.9	.4	.8	.5	.7	.6	.6
Mar. 1945	.5	.0	1.2	.6	.9	.8	.8	.5	.7
June 1945	1.2	.1	.6	.7	.2	.9	.3	.2	.5
Sept. 1945	2.0	.5	2.4	.5	.4	.4	.3	2.4	1.4
Dec. 1945	4.6	4.7	1.8	4.0	1.2	1.3	.9	3.5	3.0
Mar. 1946	4.0	1.8	1.4	1.7	1.6	2.1	1.0	3.0	1.9
June 1946	3.6	3.7	1.0	.8	1.5	.7	.4	2.3	1.3
Sept. 1946	.9	1.0	1.0	1.0	.5	.4	.5	1.5	1.0
Dec. 1946	1.5	.3	1.4	.9	1.3	1.5	1.4	3.6	1.5
Mar. 1947	15.4	1.7	1.8	.7	1.3	2.0	1.5	2.0	1.8
June 1947	7.2	2.2	.5	.5	.4	.5	.3	.8	.8
Sept. 1947	4.9	.8	.6	.3	.5	.2	.5	1.1	.7
Dec. 1947	3.6	8.4	2.2	.9	1.1	.6	1.5	2.0	1.7

TABLE C-12.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

NOTE.—In percentages shown below, "0" indicates no unemployment. Where ".0" is used, negligible unemployment (less than .05 per cent) is indicated.

Month	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibers, textile products and carpet workers	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber products	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Governmental (civil)	Miscellaneous	All occupations					
December 1922	51.9	8.3	28.9	12.2	18.0	94.3	15.4	0.54	8.48	48.4	18.4	49.2	74.1	122.5	29.4	36.2	56.1	0	0	0	44.8	89.2	45.5	36.7	18.1	1.0	15.0	15.9	0	7	11.1	6.3	20.0	25.5					
December 1923	19.6	6.3	22.4	16.0	15.3	17.4	14.4	0.13	0.17	2.9	18.3	11.4	56.6	62.7	25.3	23.3	33.5	0	0	0	73.9	89.1	43.4	34.6	14.5	1.1	12.9	13.1	3.8	0	8.7	2.8	10.8	21.0					
December 1924	30.6	4.7	17.6	6.0	7.0	3.6	10.1	0.42	0.24	4.3	9.3	23.0	40.2	10.2	19.6	9.9	11.2	0	0	0	52.0	86.0	37.4	30.0	9.1	1.2	9.0	11.8	0	7.8	7.6	3.5	4.8	0					
December 1925	13.1	6.4	15.1	6.0	7.0	3.6	10.1	0.19	0.20	6.1	18.6	32.4	31.6	11.6	14.3	9.9	16.3	0	0	0	40.0	94.5	8.7	30.6	9.6	9.0	10.2	10.8	0	3.7	5.9	3.2	10.4	4.6					
December 1926	2.3	7.3	16.8	5.8	5.3	3.5	6.9	0.10	0.33	1.0	33.9	46.3	24.8	11.6	14.4	50.9	0	0	0	56.9	84.0	8.6	37.0	9.5	8.3	9.7	7.5	0	4.7	3.0	1.5	9.4	14.3						
December 1927	3.3	5.0	15.1	5.8	9.3	11.6	6.5	0.84	0.4	1.2	16.1	18.7	30.8	13.6	14.6	6.3	2.0	0	0	40.5	81.2	22.5	33.1	10.5	8.6	7.1	0	0.2	6.6	2.4	10.4	16.2							
December 1928	47.3	6.4	16.6	4.1	7.3	8.4	8.0	0.25	0.20	8.2	10.9	21.3	37.0	18.4	17.9	2.2	3.3	0.8	0	40.3	86.3	10.6	34.1	13.7	3.9	6.3	6.9	0	1.4	4.2	4.6	11.4							
December 1929	33.6	5.4	10.6	4.4	5.7	4.3	8.0	0.17	0.9	3.7	8.0	28.9	33.1	25.5	18.3	1.2	0.7	0	0	20.8	105.6	4.4	19.4	5.2	3.4	5.5	0	0.1	2.8	1.3	4.0	7.4							
December 1930	28.5	7.5	6.8	5.2	3.3	2.7	4.5	0.18	1.7	9.7	2.5	9.7	23.9	17.6	5.0	4.2	2.8	1.2	0	17.9	105.6	4.4	19.4	5.2	3.4	5.5	0	0.1	1.5	5.3	2.3	5.2							
December 1931	30.3	2.1	4.2	5.6	1.3	1.0	2.0	0.15	1.1	7.7	0.17	6.6	2.22	1.0	1.7	1.2	0	0	2.5	17.9	105.6	4.4	19.4	5.2	3.4	5.5	0	0.3	0.5	0.8	0.8	0							
December 1932	0	9.5	5.5	1.1	7.7	5.1	1.1	0	0.2	1.4	4.4	0	0	1.4	0	1.6	1.5	0	0	6.9	5.1	1.9	2.9	2.3	0	1.2	1.3	0	0	0	0	0	0	0					
December 1933	0	3.6	6.4	3.4	3.4	3.0	1.1	0	1.1	0	2.2	0	0	0	8.4	0	0	0	0	1.9	3.1	7.7	3.2	2.7	0	1.1	1.1	0	0	0	0	0	0	0	0				
December 1934	0	5.4	4.1	0.7	1.0	1.0	1.2	0.4	0	0	0	1.0	0	0	0	2.5	0	0	0	3.6	2.8	5.5	2.7	5.1	0	1.5	6.6	0	1.3	4.1	0.7	6.6	0	0	0				
December 1935	6	4.0	3.9	5.8	1.1	2.0	3.8	0.3	0.8	1.0	0.2	1.8	0.2	1.8	0	3.7	2.3	1.1	0	9.9	3.5	1.4	2.8	1.6	2.2	3.2	3.7	0	3.3	8.0	2.1	5.3	0	0	0				
December 1936	8.0	7.1	1.4	1.1	1.3	2.0	1.1	0.1	1.1	0.1	0.1	1.0	0.1	0.1	2.3	4.7	2.0	0	2.2	1.2	2.6	1.0	1.7	3.3	3.1	3.1	0	0.9	6.3	4.9	3.0	3.9	1.5	0	0	0			
December 1937	6	4.1	1.5	1.6	5.6	2.0	2.1	0.1	1.5	8.1	1.8	10.8	1.6	0	2.4	1.7	1.6	4.4	0	6.5	1.0	5.8	1.0	3.3	3.1	3.1	0	0.4	7.1	1.3	1.7	0	0	0	0	0			
March 1943	0	2.3	2.5	3.1	0.0	0.2	0.0	0.0	0.0	0.3	1.1	2.4	0	0	0	1.0	0.0	0	0	5.3	9.0	1.1	5.5	1.2	2.2	1.8	1.9	0	0	0.9	1.1	1.6	1.3	0	0	0			
June 1943	0	6.3	0.0	0.3	2.6	0.4	2.2	0.0	0.4	2.2	0.0	3.3	1.2	3.0	0	1.0	0.0	0	8.6	1.2	2.8	6.1	0.0	6.3	1.6	1.7	0	0	4.4	1.8	6.6	1.8	6.6	0	0	0	0		
September 1943	0	1.2	0.0	0.2	2.3	0.0	2.3	0.0	0.3	0.5	0.0	1.0	0.0	0.0	0	1.0	0.0	0	0	2.5	1.0	4.1	1.5	0.5	3.1	1.2	0	0	0.6	1.2	3.0	1.2	3.0	0	0	0	0		
December 1943	0	3.3	6.4	3.4	3.4	3.0	1.1	0.1	0.1	0.2	0.4	0	0	0	0	8.4	0	0	0	1.9	3.1	7.7	3.2	2.7	0	1.1	1.1	0	0	0.4	0.0	0.8	0.8	0	0	0	0		
March 1944	8	7.3	3.1	3.3	2.0	0.8	2.2	0.0	0.8	1.0	0.2	0	0	0	3.1	1.4	0	0	0	5.6	5.4	1.0	4.0	0	0	1.1	1.2	0	0	0.4	0.7	0.9	0.5	3.0	0	0	0	0	
June 1944	0	3.1	1.1	1.1	1.0	1.0	1.0	0.2	0.2	0.0	0.0	0.1	0.0	0.1	0	0.0	0.0	0	0	0	0	0.9	3.2	4.0	0	0	1.5	1.6	0	0.3	4.0	2.1	5.3	0	0	0	0	0	
September 1944	0	5.1	4.4	3.4	2.0	0.4	2.0	0.0	0.4	0.0	0.0	0.1	0.0	0.1	0	0.0	0.0	0	0	0	0	0.7	3.2	3.7	0	0	3.9	1.0	0	0.5	6.3	4.9	3.0	3.9	1.5	0	0	0	0
December 1944	0	5.4	0.7	1.0	1.0	1.0	1.0	2.4	0.0	0.1	0.0	0.1	0.0	0.1	2.0	5.0	0	0	0	3.6	2.8	5.2	3.1	5.1	0	1.5	6.6	0	1.3	4.0	0.7	6.6	3.9	1.5	0	0	0	0	
March 1945	6.1	6.4	1.1	6.9	1.1	6.9	1.1	0.0	1.1	9.9	1.6	3.0	0.1	0.1	0.3	1.1	0.0	0.3	0	3.9	1.9	6.8	7.7	2.1	2.1	1.1	1.1	0	0.2	1.3	3.1	6.7	1.6	7.7	0	0	0	0	
June 1945	0	4.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.1	0.9	3.3	3.7	3.8	2.1	1.3	1.5	0	0.0	2.0	0.4	4.5	0.5	4.5	0	0	0	0	
September 1945	0	4.4	2.5	3.0	2.3	1.1	4.4	0.0	1.0	0.0	0.6	0.0	0.0	0.0	0.0	5.2	9.0	0.0	0.0	1.5	4.4	1.5	3.8	2.1	2.1	1.1	1.1	0	0.3	4.0	0.0	1.0	1.4	0	0	0	0		
December 1945	0	4.0	3.9	5.8	1.1	2.0	3.8	0.1	0.0	1.8	2.2	0.8	3.3	7.0	2.3	1.1	0.0	0.0	0	9.9	3.5	1.4	2.8	1.6	2.2	3.2	3.7	0	0.8	3.8	2.1	5.3	0	0	0	0	0		
March 1946	4.2	7.1	1.8	5.4	4.4	4.4	4.4	0.3	0.3	0.0	1.2	0	0	1.2	0	3.5	2.2	0	1.8	0.0	3.1	2.0	4.7	2.4	1.3	3.6	0	0.5	0.7	1.4	1.9	1.4	1.9	0	0	0	0		
June 1946	8	8.0	1.6	5.5	2.2	2.2	3.1	0.6	0.3	1.4	5.1	4.4	5.1	4.6	0	3.1	4.6	0	0	0	0	1.5	6.4	2.6	1.4	1.6	0	0.0	4.1	1.7	1.3	0	0	0	0	0	0		
September 1946	0	5.1	1.4	1.4	5.0	2.0	4.4	0.5	1.2	0.0	2.0	3.0	7.8	0	1.8	4.5	8.8	6.7	0.5	1.8	4.5	8.8	6.7	0.5	1.2	1.2	0	0.0	3.1	5.1	1.0	5.1	0	0	0	0	0		
December 1946	8.0	7.1	1.4	1.3	2.0	1.1	0	1.3	1.1	1.0	1.7	0	0	2.0	2.3	4.7	2.0	0	2.2	1.1	2.6	1.4	10.7	1.3	3.9	1.0	0	0.5	6.6	3.9	1.5	0	0	0	0	0	0		
March 1947	0	3.1	1.5	2.1	1.1	1.1	1.1	0.3	0.0	0.1	0.0	0.1	0.0	0.4	0	2.6	1.5	5.3	0	5.0	2.0	12.9	1.8	5.1	1.1	1.1	0	0.0	7.7	6.7	1.8	0	0	0	0	0	0		
June 1947	1.8	1.0	1.1	1.7	3.4	3.0	4.4	0.7	0.0	0.1	0.0	0.0	0.0	1.1	0.6	3.8	2.6	0	0	0	4.4	6.2	6.0	1.3	1.6	0	0.1	3.2	0	0.1	2.0	0.5	1.8	0	0	0	0	0	
September 1947	0	4.0	1.6	1.6	5.5	5.0	5.3	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.7	3.9	0	0	0	0	0	0	0	0	0	0.1	3.2	0	0.1	2.0	0.5	1.8	0	0	0	0	0	
December 1947	0	4.1	1.5	1.6	5.6	6.2	6.2	1.5	8.8	1.0	8.0	1.6	0	1.6	0.2	4.7	1.6	4.4	0	6.5	1.0	5.8	1.0	3.1	1.1	1.1	0	0.4	7.1	1.3	1.7	0	0	0	0	0	0		

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH
(SOURCE: Form UIC 757)

Month	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
February, 1945.....	84,761	39,464	124,225	54,425	33,159	87,584
February, 1946.....	54,136	30,078	84,214	188,140	45,563	233,703
February, 1947.....	39,908	32,793	72,701	155,965	37,140	193,105
March, 1947.....	36,801	34,995	71,796	156,820	37,994	194,814
April, 1947.....	43,010	38,725	81,735	145,906	35,448	181,354
May, 1947.....	53,484	38,706	92,190	122,771	34,192	156,963
June, 1947.....	62,770	39,870	102,640	94,170	32,311	126,481
July, 1947.....	59,921	35,263	95,184	80,985	33,514	114,499
August, 1947.....	58,862	31,219	90,081	69,314	29,577	98,891
September, 1947.....	70,356	40,212	110,568	60,069	25,862	85,931
October, 1947.....	73,892	35,430	109,322	58,736	28,585	87,321
November, 1947.....	65,184	27,750	92,934	64,730	31,099	95,829
December, 1947.....	35,947	22,325	58,272	82,990	33,584	116,574
January, 1948.....	23,515	17,151	40,666	111,304	31,108	142,412
February, 1948 ⁽¹⁾	18,177	16,035	34,212	142,332	43,724	186,056

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT DECEMBER 31, 1947
(SOURCE: Form UIC 751)

Industry	Male	Female	Total	Change from Nov. 27, 1947		
				Absolute	Per-centage	
Agriculture, Fishing.....	420	120	540	—	116	-17.7
Logging.....	8,550	21	8,571	—	2,826	-24.8
Pulpwood.....	7,342	16	7,358	—	2,417	-24.7
Lumber.....	1,098	5	1,103	—	346	-23.9
Other logging.....	110	.....	110	—	63	-36.4
Mining.....	1,237	19	1,256	—	988	-44.0
Coal.....	512	.....	512	—	121	-19.1
Metallic ores—	.....	.....	.....	—	.....	.....
Iron.....	33	.....	33	—	11	-25.0
Gold.....	492	7	499	—	668	-57.3
Nickel.....	87	1	88	+	32	+57.1
Other metallic ores and non-metallic minerals.....	106	4	110	—	223	-67.0
Prospecting and oil producing.....	7	7	14	+	3	+27.3
Manufacturing.....	5,255	7,203	12,458	—	5,218	-29.5
Food and kindred products.....	360	542	902	—	1,326	-59.5
Textiles, apparel, etc.....	988	4,793	5,781	—	1,767	-23.4
Lumber and finished lumber products.....	921	166	1,087	—	476	-30.5
Pulp and paper products and printing.....	543	399	942	—	308	-24.6
Chemicals and allied products.....	242	168	410	—	182	-30.8
Products of petroleum and coal.....	36	16	52	—	21	-28.8
Rubber products.....	37	144	181	—	17	-8.6
Leather and products.....	151	383	534	—	149	-21.8
Stone, clay, glass products.....	161	65	226	—	95	-29.6
Iron and steel and products.....	485	76	561	—	267	-32.3
Non-ferrous metals and products.....	276	80	356	—	92	-20.5
Machinery.....	376	65	441	—	454	-50.7
Electrical equipment and products.....	218	89	307	(1)	.....	(1)
Transportation and other manufacturing.....	461	217	678	(1)	.....	(1)
Construction.....	2,356	27	2,383	—	2,692	-53.1
Transportation.....	689	54	743	—	709	-48.8
Communication and Other Public Utilities.....	239	657	896	+	154	+20.8
Trade.....	1,772	1,743	3,515	—	3,531	-50.1
Wholesale.....	602	342	944	—	481	-33.8
Retail.....	1,170	1,401	2,571	—	3,050	-54.3
Finance, Insurance, Real Estate.....	808	606	1,414	—	15	-1.1
Service.....	2,181	6,700	8,881	—	1,731	-16.3
Public.....	523	578	1,101	—	528	-32.4
Domestic.....	50	2,899	2,949	—	43	-1.4
Personal.....	707	2,856	3,563	+	1,040	+41.2
Other service.....	901	367	1,268	(1)	.....	(1)
All Industries.....	23,507	17,150	40,657	—	17,672	-30.3

(1) Statistics in these industries are not comparable to those of the previous month, due to changes in classification of industrial groups.

TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT DECEMBER 31, 1947

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,057	464	1,521	3,531	651	4,182
Clerical Workers.....	1,246	2,872	4,118	6,140	8,712	14,852
Sales Workers.....	1,576	763	2,339	3,512	3,972	7,484
Personal and Domestic Service Workers.....	712	5,552	6,264	10,908	5,437	16,345
Seamen.....	32	1	33	2,052	4	2,056
Agriculture and Fishing.....	411	12	423	2,001	676	2,677
Skilled and Semiskilled Workers.....	15,462	4,356	19,818	40,687	5,482	46,169
Food and kindred products.....	117	22	139	897	519	1,416
Textiles, clothing, etc.....	658	3,617	4,275	604	2,563	3,167
Lumber and wood products.....	8,862	11	8,873	1,962	78	2,040
Pulp, paper and printing.....	230	119	349	265	162	427
Leather and products.....	66	197	263	1,079	485	1,564
Stone, clay and glass products.....	67	4	71	170	10	180
Metalworking.....	868	24	892	5,584	270	5,854
Electrical.....	213	1	214	638	185	823
Transportation equipment, n.e.c.....	16	.....	16	480	103	583
Mining.....	827	.....	827	863	.....	863
Construction.....	1,395	.....	1,395	11,414	.....	11,414
Transportation (except seamen).....	442	1	443	7,042	29	7,071
Communication and public utility.....	79	.....	79	159	2	161
Trade and service.....	152	191	343	819	412	1,231
Other skilled and semiskilled.....	1,160	108	1,268	5,846	506	6,352
Foremen.....	53	11	64	769	86	855
Apprentices.....	257	50	307	2,096	72	2,168
Unskilled Workers.....	3,019	3,131	6,150	42,473	6,174	48,647
Food and tobacco.....	63	431	494	1,181	1,226	2,407
Lumber and lumber products.....	330	45	375	1,695	143	1,738
Metalworking.....	261	56	317	1,300	111	1,411
Construction.....	614	.....	614	7,263	2	7,265
Other unskilled workers.....	1,751	2,599	4,350	31,134	4,692	35,826
Total.....	23,515	17,151	40,666	111,304	31,108	142,412

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF DECEMBER, 1947

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture and fishing.....	238	220	175
Logging.....	1,624	1,060	690
Mining.....	261	313	215
Manufacturing.....	3,693	3,566	2,242
Food and kindred products.....	536	559	400
Textiles, apparel, etc.....	883	624	356
Lumber and finished lumber products.....	434	443	302
Pulp and paper products and printing.....	304	288	186
Chemicals and allied products.....	113	125	70
Products of petroleum and coal.....	22	30	15
Rubber products.....	64	46	28
Leather and products.....	118	103	54
Stone, clay and glass products.....	74	92	56
Iron and steel and products.....	265	311	188
Non-ferrous metals.....	147	147	100
Machinery.....	219	246	147
Electrical equipment and products.....	148	174	94
Transportation equipment and other manufacturing.....	366	378	246
Construction.....	1,537	1,606	1,217
Transportation.....	825	900	687
Communication and other public utilities.....	250	176	109
Trade.....	1,914	2,253	1,354
Finance, Insurance, real estate.....	269	265	121
Service.....	4,881	4,868	3,644
All industries.....	15,492	15,227	10,454

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
NOVEMBER 28, TO DECEMBER 31, 1947**

(SOURCE U.I.C. 751)

Office	Vacancies		Applicants				Unplaced end of period
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		
					Regular	Casual	
Prince Edward Island	248	61	937	282	163	45	1,205
Charlottetown.....	208	52	636	209	138	32	858
Summerside.....	40	9	301	73	25	13	347
Nova Scotia	2,903	919	7,016	2,921	1,257	824	11,887
Amherst.....	23	.....	289	37	21	1	510
Bridgewater.....	52	30	175	50	23	13	251
Dartmouth.....	127	79	377	146	94	11	597
Glace Bay.....	.....	.....	.....	.....	.....	.....	.....
Halifax.....	1,401	375	2,055	1,415	510	528	2,499
Inverness.....	18	.....	215	18	18	.....	303
Kentville.....	151	89	396	56	19	2	631
Liverpool.....	62	7	194	51	13	31	308
New Glasgow.....	336	51	778	404	246	50	1,038
New Waterford.....	.....	.....	.....	.....	.....	.....	.....
North Sydney.....	.....	.....	.....	.....	.....	.....	.....
Pictou.....	40	2	186	59	36	.....	292
Springhill.....	8	1	81	6	5	.....	279
Sydney.....	410	67	1,552	489	179	181	3,844
Sydney Mines.....	.....	.....	.....	.....	.....	.....	.....
Truro.....	164	141	300	150	56	7	367
Yarmouth-Shelburne.....	111	77	418	40	37	.....	968
New Brunswick	2,223	1,322	5,003	1,921	1,188	243	5,974
Bathurst.....	33	69	315	41	33	2	367
Campbellton.....	249	175	389	176	41	50	361
Edmundston.....	32	6	225	39	25	12	223
Fredericton.....	142	46	287	112	86	6	255
Minto.....	64	60	165	114	82	5	129
Moncton.....	763	374	1,775	804	501	58	2,131
Newcastle.....	52	108	197	20	14	.....	276
Saint John.....	572	302	1,200	459	299	104	1,800
St. Stephen.....	409	57	155	47	17	.....	183
Sussex.....	69	37	103	48	34	5	95
Woodstock.....	138	88	192	61	56	1	154
Quebec	16,457	15,514	39,453	15,078	7,917	863	40,799
Asbestos.....	68	61	178	90	45	22	166
Beauharnois.....	48	6	220	64	49	.....	262
Buckingham.....	46	125	196	53	42	1	256
Causapsal.....	124	300	94	10	8	.....	125
Chandler.....	66	1,141	148	5	3	.....	226
Chicoutimi.....	1,648	579	446	133	99	.....	399
Coaticook.....	72	304	115	62	40	.....	129
Dolbeau.....	15	50	61	10	7	1	82
Drummondville.....	177	112	494	132	79	.....	644
East Angus.....	81	57	237	58	43	.....	159
Farnham.....	50	70	74	22	19	.....	79
Granby.....	205	137	305	149	78	9	247
Hull.....	114	128	890	172	71	15	1,355
Joliette.....	80	155	603	91	26	.....	748
Jonquiere.....	55	26	315	38	35	.....	369
Lachute.....	131	65	210	93	68	.....	226
La Malbaie.....	54	7	495	48	45	.....	621
La Tuque.....	25	1,164	179	73	59	.....	155
Levis.....	120	101	672	118	85	.....	1,151
Louiseville.....	47	43	228	24	33	.....	298
Magog.....	94	70	132	81	40	.....	161
Matane.....	25	67	202	17	16	.....	235
Megantic.....	105	37	608	379	53	32	237
Mount Laurier.....	69	220	43	30	23	.....	47
Montmagny.....	75	86	580	33	32	5	498
Montreal.....	7,561	6,113	14,879	7,464	4,231	672	13,070
Plessisville.....	21	30	87	21	12	.....	99
Port Alfred.....	17	177	223	25	23	4	205
Quebec.....	1,109	547	4,661	1,695	645	.....	7,158
Richmond.....	54	54	74	43	28	10	51
Rimouski.....	39	374	235	34	14	9	265
Riviere du Loup.....	119	121	453	38	11	.....	615
Rouyn.....	399	204	579	354	200	8	287
Ste. Agathe.....	132	121	220	127	100	.....	122
Ste. Anne de Bellevue.....	31	16	185	44	29	.....	176
Ste. Therese.....	114	100	359	93	83	4	394
St. Georges de Beauce.....	245	90	1,115	998	71	.....	171
St. Hyacinthe.....	137	130	376	64	32	5	651
St. Jean.....	237	163	1,302	283	164	.....	299
St. Jerome.....	88	45	1,383	80	80	.....	1,513
St. Joseph d'Alma.....	15	10	146	21	6	.....	183
Shawinigan Falls.....	350	24	883	374	321	.....	1,013
Sherbrooke.....	440	132	698	502	265	48	395
Sorel.....	54	22	1,416	48	21	.....	1,679

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
NOVEMBER 28, TO DECEMBER 31, 1947—Continued

(SOURCE U.I.C. 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Thetford Mines.....	93	94	359	137	58	14	448
Three Rivers.....	192	78	1,506	283	87	4	1,959
Val d'Or.....	1,215	1,703	280	159	148		131
Valleyfield.....	114	23	488	140	149		678
Victoriaville.....	87	32	321	66	41		362
Ontario.....	33,038	16,946	47,227	31,184	18,009	3,373	36,642
Arnprior.....	321	227	219	190	189	4	82
Barrie.....	157	40	240	167	117		187
Belleville.....	371	75	529	427	265		359
Bracebridge.....	106	29	185	138	88		110
Brampton.....	79	111	116	48	34	4	99
Brantford.....	597	371	723	414	246	23	383
Brockville.....	87	17	206	97	52	19	255
Carleton Place.....	33	11	93	43	30		92
Chatham.....	285	96	741	268	115	93	677
Cobourg.....	81	16	165	92	76		108
Collingwood.....	62	17	147	49	28		189
Cornwall.....	341	79	870	343	186	67	917
Dunnville.....	14	16	112	14	12		108
Fergus.....	37	31	61	43	35	1	21
Fort Erie.....	57	4	148	87	58	2	226
Fort Frances.....	272	195	168	152	115	4	85
Fort William.....	487	207	702	371	219	8	521
Galt.....	268	292	169	109	74		107
Gananoque.....	30	3	81	27	7	20	91
Goderich.....	64	55	143	53	46	2	152
Guelph.....	248	157	441	314	162		271
Hamilton.....	2,219	1,343	3,482	2,974	982	433	2,689
Hawkesbury.....	48	58	356	62	11	10	444
Ingersoll.....	47	72	94	67	46	3	41
Kapuskasing.....	72	107	65	52	42	10	10
Kenora.....	173	160	93	45	44		103
Kingston.....	370	76	816	439	290	33	739
Kirkland Lake.....	364	188	543	392	281	25	293
Kitchener-Waterloo.....	851	718	473	544	305	48	230
Leamington.....	254	62	337	209	149	4	295
Lindsay.....	78	48	199	108	57		214
Listowel.....	13	35	60	19	10		66
London.....	1,402	851	1,940	1,702	829	177	1,014
Midland.....	59	13	382	59	39	14	359
Napanee.....	35	13	105	36	33		227
Newmarket.....	38	42	152	40	17		192
New Toronto.....	403	136	652	400	294	3	585
Niagara Falls.....	286	70	552	271	175	7	458
North Bay.....	256	101	371	248	171	18	197
Orillia.....	119	59	345	108	86	20	434
Oshawa.....	576	142	1,155	697	435	46	1,364
Ottawa.....	1,295	571	2,553	1,374	530	238	3,074
Owen Sound.....	152	42	500	163	68	14	393
Parry Sound.....	19	2	155	20	17		190
Pembroke.....	274	86	363	279	213		137
Perth.....	108	29	238	133	103	11	129
Peterborough.....	232	68	592	327	178		505
Picton.....	28	6	150	33	28		192
Port Arthur.....	1,323	444	918	530	950		541
Port Colborne.....	70	20	263	82	49	7	355
Port Hope.....	98	53	102	92	59		41
Prescott.....	30	29	101	11	8		116
Renfrew.....	54	25	143	85	43		142
St. Catharines.....	432	123	972	443	305	2	1,060
St. Thomas.....	170	97	271	159	264	24	225
Sarnia.....	205	45	758	267	213	5	638
Sault Ste. Marie.....	135	194	331	215	171		217
Simcoe.....	76	162	258	60	26	14	248
Smiths Falls.....	99	14	228	192	103		151
Stratford.....	204	108	348	272	88	90	207
Sturgeon Falls.....	46	8	158	51	40		164
Sudbury.....	825	370	807	651	413	58	590
Tillsonburg.....	387	17	411	356	349		38
Timmins.....	559	237	796	604	443	42	583
Toronto.....	12,392	6,936	12,622	10,451	5,980	1,180	6,768
Trenton.....	130	95	318	109	64	11	296
Walkerton.....	36	29	87	32	23		117
Wallaceburg.....	23	32	157	15	6		219
Welland.....	441	298	473	396	112	50	472
Weston.....	175	97	234	179	97		204
Windsor.....	1,206	182	3,207	1,534	548	527	3,489
Woodstock.....	154	184	222	151	98	2	127

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
NOVEMBER 28, TO DECEMBER 31, 1947—Concluded**

(Source U.I.C. 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Manitoba	5,298	1,872	12,460	6,523	2,514	2,466	9,701
Brandon.....	313	207	559	300	198	.....	542
Dauphin.....	59	43	228	49	33	1	225
Flin Flon.....	54	49	99	67	48	7	32
Portage la Prairie.....	49	65	305	42	15	5	389
Selkirk.....	57	30	97	36	30	.....	113
The Pas.....	43	49	69	25	17	2	86
Winnipeg.....	4,723	1,429	11,103	6,004	2,173	2,451	8,314
Saskatchewan	2,123	774	5,830	2,445	1,029	468	5,984
Estevan.....	51	15	106	49	46	.....	82
Moose Jaw.....	243	74	642	241	116	35	626
North Battleford.....	56	16	225	59	55	.....	319
Prince Albert.....	242	135	617	284	143	15	648
Regina.....	794	195	1,909	1,001	376	261	1,614
Saskatoon.....	500	197	1,459	618	172	149	1,756
Swift Current.....	28	20	228	32	17	2	297
Weyburn.....	59	28	210	74	51	2	207
Yorkton.....	150	94	434	87	53	4	435
Alberta	5,263	1,689	8,696	5,328	3,168	692	6,512
Black Diamond.....	2	.....	10	2	2	.....	.....
Blairmore.....	49	120	73	28	17	.....	53
Calgary.....	1,476	467	2,835	1,710	780	315	2,700
Drumheller.....	85	16	153	86	80	.....	99
Edmonton.....	2,650	602	4,457	2,837	1,644	360	2,711
Edson.....	449	174	173	153	250	.....	31
Lethbridge.....	282	137	543	293	225	16	518
Medicine Hat.....	98	52	272	84	58	1	311
Red Deer.....	172	121	180	135	103	.....	89
British Columbia	9,905	1,884	23,160	10,451	7,040	1,010	23,705
Chilliwack.....	84	25	498	75	57	9	586
Courtenay.....	40	109	161	17	14	3	249
Cranbrook.....	42	12	179	47	45	.....	191
Dawson Creek.....	138	20	116	94	115	.....	49
Duncan.....	114	37	227	132	88	2	191
Kamloops.....	58	12	181	32	37	.....	213
Kelowna.....	32	3	431	34	23	6	599
Nanaimo.....	101	102	225	120	50	38	296
Nelson.....	58	22	249	35	32	.....	303
New Westminster.....	320	133	1,751	392	158	95	2,682
North Vancouver.....	177	25	670	202	168	.....	895
Penticton.....	60	18	491	80	28	8	552
Port Alberni.....	105	17	289	94	59	.....	284
Prince George.....	707	100	777	675	571	11	231
Prince Rupert.....	51	6	259	61	34	9	552
Princeton.....	54	16	76	56	52	.....	39
Trail.....	138	38	244	134	129	6	242
Vancouver.....	6,235	879	13,944	6,673	4,414	684	12,951
Vernon.....	66	30	423	59	30	16	639
Victoria.....	1,218	252	1,788	1,362	869	123	1,812
Whitehorse.....	107	28	181	77	67	.....	149
Canada	77,458	40,981	149,782	76,133	42,285	9,984	142,409
Males.....	49,990	23,696	115,699	50,410	31,024	5,134	111,301
Females.....	27,468	17,285	34,083	25,723	11,261	4,850	31,108

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1937-1947

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1937.....	543,343	168,880	712,223	286,618	102,918	389,536
1938.....	584,727	197,937	782,664	275,338	106,957	382,295
1939.....	579,645	208,327	787,972	270,020	114,862	384,882
1940.....	653,445	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, OCTOBER 3 TO DECEMBER 31, 1947

Industry	Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies		
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual			
Agriculture	305	768	2	210	242	1	108	89	195	104	26	1,638	1,115	112						
Fishing, Hunting and Trapping	4			5	3		16	8	4			7	4							
Forestry and Logging				254	165		2,255	606		14,631	1	9,479	4,220							
Mining				229	220		63	72	1	1,442		2,505	2,044	5						
Metallic Ores and Prospecting.....				11	13		61	71	1	947		2,384	1,945							
Coal.....				218	207		2	1		2		121	99							
Oil, Gas Wells, Quarrying.....																				
Manufacturing	63	35	16	1,609	1,234	86	842	486	25	19,134	10,883	40	39,750	21,198	838					
Food and Kindred Products.....	23	16	6	465	294	45	158	104	4	2,222	1,080	7	6,462	3,198	124					
Textiles, apparel, etc.....	2			123	75		78	39	7	5,406	2,928	8	7,799	2,560	55					
Lumber and Finished Lumber Products.....	2			66	55		259	115	8	1,817	1,232		2,823	1,568	155					
Pulp, Paper Products and Printing.....	24		10	62	36	9	155	121	3	1,447	1,054		3,139	1,551	62					
Chemical and Allied Products.....	1			10	9		25	15		969	516	9	1,384	755	40					
Products of Petroleum and Coal.....				1	1		1	1		159	73		181	121	4					
Rubber Products.....							2	1		524	343	5	650	327	7					
Leather and Its Products.....				4	4		2	1		722	442		1,081	391	5					
Stone, Clay and Glass Products.....	9	6		3	3		37	32		436	294	1	1,008	652	48					
Iron and Steel and their Products.....				75	62		69	40		1,050	685	7	4,198	2,932	114					
Non-ferrous Metal Products.....				2	2		5	4		762	528		1,677	1,114	19					
Machinery.....				5	3		10	2		1,254	791		5,582	3,481	113					
Transportation Equipment.....	2			786	689	32	5	2	3	1,062	621	3	2,355	1,713	53					
Miscellaneous.....				2	1		6	9		604	306		1,411	855	39					
Construction	156	122	14	854	632	28	1,492	870	32	10,115	6,976	76	16,603	10,751	498					
Public Utilities Operation	54	51		782	183	426	699	437	58	3,634	2,312	21	6,859	4,132	427					
Heat, Light and Power.....	3			19	11		14	9		548	177		1,010	642	19					
Transportation and Storage.....	44	40		723	148	425	665	416	58	2,734	2,030	18	5,274	3,283	404					
Communications.....	7	8		40	24	1	20	12		352	105		3,575	227	4					
Trade	117	92	11	1,361	781	158	1,126	678	94	5,713	3,364	33	17,855	8,232	1,233					
Finance and Insurance	13	7		90	53	3	55	40	3	804	449	3	2,225	955	33					
Services	372	200	57	2,261	1,008	608	1,617	697	412	12,022	5,077	24,495	27,043	10,885	6,052					
Professional and Public.....	104	55	5	691	411	104	382	230	30	2,563	1,546	33	8,484	4,576	565					
Recreational.....				55	24		77	38		342	194	6	620	303	81					
Business.....	1			83	62		37	21		328	198		700	291	97					
Domestic.....	154	60		847	151	478	651	109	329	4,927	1,019		8,801	3,001	27					
Personal other than Domestic.....	10	7		30	15		7	19		641	374		1,314	516	16					
Hotels and Restaurants.....	96	73		365	232	12	336	228	36	2,109	1,185	3	4,793	2,762	86					
All Others.....	7	4		129	74		93	52	5	1,112	301	115	2,304	1,122	185					
Totals	1,084	1,275	100	7,655	4,521	1,310	8,243	3,983	629	67,740	30,995	2,695	123,965	63,576	9,198					
Men	698	1,025	48	5,116	3,175	930	6,445	3,142	272	49,974	23,803	216	82,528	47,385	4,757					
Women	386	250	52	2,539	1,346	371	1,798	841	357	17,766	7,192	2,479	41,437	16,191	4,441					

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada	
	Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements	
	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual
Agriculture	658	12	776	16	1,409	8	272	183	12	5,760	189	4,970	189	4,970	189	4,970	189	4,970
Fishing, Hunting and Trapping	5		13	6			3	1		49	4	27	4	27	4	27	4	27
Forestry and Logging	630	379	352	152	1,655		3,267	1,938	6	33,393	7	10,221	7	10,221	7	10,221	7	10,221
Mining	617	440	55	36	447	1	946	649		6,633	10	1,619	10	1,619	10	1,619	10	1,619
Metallic Ores and Prospecting.....	646	435	46	31	106		733	535		4,884		3,417		3,417		3,417		3,417
Coal.....	1	5	9	5	288		514	76		983		674		674		674		674
Oil, Gas Wells, Quarrying.....					75		75	53		38		766		766		766		766
Manufacturing	4,184	1,929	1,189	533	1,939	87	2,778	1,939	87	4,040	252	75,059	42,287	75,059	42,287	75,059	42,287	75,059
Food and Kindred Products.....	1,546	609	79	832	317	48	1,296	675	46	1,088	40	14,292	7,191	14,292	7,191	14,292	7,191	14,292
Textiles, apparel, etc.....	899	372	47	11	108		108	89		236		15,196	6,138	15,196	6,138	15,196	6,138	15,196
Lumber and Finished Lumber Products.....	509	215	193	51	831	12	831	624	16	1,691	39	8,087	5,086	8,087	5,086	8,087	5,086	8,087
Pulp, Paper Products and Printing.....	199	117	15	49	136	78	136	78	13	484	20	2,695	3,249	2,695	3,249	2,695	3,249	2,695
Chemical and Allied Products.....	117	73	26	21	2	2	15	12	12	73	51	3,618	1,454	3,618	1,454	3,618	1,454	3,618
Products of Petroleum and Coal.....	35	17	13	8			5			30	36	4,475	252	4,475	252	4,475	252	4,475
Rubber Products.....	2		2							8	4	1,188	681	1,188	681	1,188	681	1,188
Leather and its Products.....	41	19	10	6	14		14	21	11	21	11	1,895	888	1,895	888	1,895	888	1,895
Stone, Clay and Glass Products.....	78	39	5	36	8	8	143	88	7	86	65	8	1,857	1,215	8	1,857	1,215	8
Iron and Steel and their Products.....	178	144	13	5	42	29	32	29	29	239	174	15	5,846	4,070	15	5,846	4,070	15
Non-ferrous Metal Products.....	120	53	37	30	27	3	42	29	2	410	468	1	3,048	2,225	1	3,048	2,225	1
Machinery.....	181	112	26	19	4	4	58	28	1	113	81	7	7,222	4,507	7	7,222	4,507	7
Transportation Equipment.....	187	86	2	1	89	41	89	41	1	972	802	65	5,460	3,956	65	5,460	3,956	65
Miscellaneous.....	92	71	17	10	9	6	9	6		69	42	2,210	1,300	2,210	1,300	2,210	1,300	2,210
Construction	1,377	994	1,134	853	2,557	96	3,225	2,557	96	2,740	105	37,686	25,960	37,686	25,960	37,686	25,960	37,686
Public Utilities Operation	1,784	1,226	560	324	62	809	501	501	69	1,923	142	17,104	10,698	17,104	10,698	17,104	10,698	17,104
Heat, Light and Power.....	1,111	65	43	19	217	174	217	174	1	63	30	2,028	1,130	2,028	1,130	2,028	1,130	2,028
Transportation and Storage.....	1,576	1,100	448	271	52	535	300	300	61	1,757	141	13,756	8,887	13,756	8,887	13,756	8,887	13,756
Communications.....	97	61	69	34	6	57	27	27	7	103	113	1,320	611	1,320	611	1,320	611	1,320
Trade	3,175	1,646	1,984	1,008	386	2	2,172	1,341	310	3,650	2,482	311	37,153	19,594	311	37,153	19,594	311
Finance and Insurance	306	152	153	63	12	189	86	86	13	470	250	26	4,305	2,655	26	4,305	2,655	26
Services	6,914	1,771	3,234	1,555	991	5,530	2,235	2,235	1,630	9,841	5,876	1,765	68,834	29,004	1,765	68,834	29,004	1,765
Professional and Public.....	2,588	720	1,322	675	396	42	1,250	837	53	4,441	3,969	127	21,178	12,740	127	21,178	12,740	127
Recreational.....	109	57	87	35	6	159	78	78	23	139	68	8	1,588	768	8	1,588	768	8
Business.....	119	60	18	2	132	92	132	92	1	127	77	1	1,591	820	1	1,591	820	1
Domestic.....	2,491	1,433	1,100	221	683	2,337	282	282	1,500	2,478	291	1,519	23,786	3,680	1,519	23,786	3,680	1,519
Personal other than Domestic.....	284	143	18	136	53	7	255	145	4	380	227	6	2,977	1,541	6	2,977	1,541	6
Hotels and Restaurants.....	991	413	189	675	327	75	950	566	17	1,633	898	12	11,948	6,684	12	11,948	6,684	12
All Others.....	332	172	497	205	176	447	235	235	32	643	346	92	5,766	2,771	92	5,766	2,771	92
Totals	19,680	9,025	9,450	4,747	1,633	19,523	12,230	12,230	2,208	25,676	19,016	2,619	286,016	149,365	2,619	286,016	149,365	2,619
Men	12,224	6,230	5,914	3,178	824	13,445	9,415	9,415	780	20,447	14,711	1,250	196,791	112,064	1,250	196,791	112,064	1,250
Women	7,456	2,795	3,536	1,569	829	6,078	2,815	2,815	1,428	8,229	4,305	1,369	89,225	37,304	1,369	89,225	37,304	1,369

E—Unemployment Insurance

TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES

Region	April 1-Dec. 31, 1946		April 1-Dec. 31, 1947	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	13,695	231,103	14,320	239,301
Quebec.....	46,855	863,542	48,993	896,547
Ontario.....	65,509	1,141,587	69,417	1,289,939
Prairies.....	33,865	470,224	34,462	483,192
Pacific.....	19,357	314,784	20,494	329,901
Total for Canada.....	179,281	3,021,240	187,686	3,238,880

TABLE E-2.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO DECEMBER, 1947

	1942	1943	1944	1945	1946	1947
January.....		4,637	11,751	20,412	71,932	63,681
February.....	663	4,822	12,284	14,990	59,098	47,141
March.....	4,124	5,046	10,667	13,307	50,706	43,675
April.....	2,925	3,953	6,463	8,430	35,781	35,859
May.....	2,799	2,027	4,654	8,825	34,777	27,603
June.....	4,629	1,772	3,226	10,857	30,646	21,365
July.....	2,668	1,087	3,106	10,886	27,576	20,034
August.....	1,855	1,370	3,241	20,557	25,115	17,281
September.....	1,118	1,013	3,715	40,473	28,555	25,847
October.....	1,058	1,475	6,222	36,717	34,891	34,743
November.....	1,748	2,896	11,798	53,325	37,111	47,372
December.....	3,337	6,562	13,770	57,612	52,479	79,849
Total.....	26,924	36,660	90,897	296,391	488,667	464,450

TABLE E-3.—CLAIMS FOR BENEFIT BY PROVINCES, DECEMBER, 1947

Province	Claims filed at Local Offices				Disposal of Claims ⁽¹⁾ (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Courts of Referees	Pending
Prince Edward Island.....	628	409	189	30	366	79	1	379
Nova Scotia.....	5,048	3,044	1,336	668	3,577	1,198	97	2,125
New Brunswick.....	3,050	2,233	649	168	1,769	749	27	1,703
Quebec.....	25,367	17,783	5,781	1,803	12,685	4,981	281	13,770
Ontario.....	23,407	17,581	4,060	1,766	14,883	4,180	279	8,295
Manitoba.....	4,802	2,999	1,281	522	2,614	971	82	2,490
Saskatchewan.....	3,144	2,283	614	247	1,449	918	55	1,751
Alberta.....	3,361	2,305	763	293	1,974	724	54	1,764
British Columbia.....	11,042	8,033	2,235	774	7,429	1,984	125	6,531
Total, Canada December, 1947	79,849	56,670	16,908	6,271	46,846	15,784 ⁽²⁾	1,001	38,808
Total, Canada November, 1947	47,372	31,014	11,371	4,987	26,643	10,681 ⁽³⁾	920	22,846
Total, Canada December, 1946	59,086	36,080	16,399	6,607	37,195	11,237	1,617	26,826

⁽¹⁾ Action taken at adjudicating offices.

⁽²⁾ In addition, there were 256 special requests not granted in December, 1947.

⁽³⁾ In addition, there were 209 special requests not granted in November, 1947.

TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT

Reasons for Non-Entitlement	Month of December 1946	Month of December 1947	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	4,809	7,854	35,376
Not capable of and not available for work.....	435	548	5,084
Loss of work due to a labour dispute.....	143	793	2,935
Refused offer or work and neglected opportunity to work.....	1,380	987	17,029
Discharged for misconduct.....	349	476	2,552
Voluntarily left employment without just cause.....	2,889	3,304	21,989
Other reasons ⁽¹⁾	1,222	1,822	9,793
Total.....	11,237	15,784	94,758

⁽¹⁾ These include: claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE E-5.—NUMBER RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, DECEMBER, 1947

Province	Number Receiving Benefit During Month	Number Com-mencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Prince Edward Island.....	476	271	8,610	15,507
Nova Scotia.....	7,492	3,227	138,635	286,078
New Brunswick.....	2,803	1,423	46,483	94,018
Quebec.....	19,704	10,751	408,006	720,053
Ontario.....	18,388	9,585	328,812	644,922
Manitoba.....	4,290	2,131	77,844	153,940
Saskatchewan.....	2,360	1,380	41,822	82,053
Alberta.....	3,183	1,734	54,343	110,647
British Columbia.....	10,401	6,041	210,727	437,578
Total, Canada, December, 1947.....	69,097	36,543	1,315,282	2,544,796
Total, Canada, November, 1947.....	45,106	17,664	813,780	1,555,497
Total, Canada, December, 1946.....	68,825	28,352	1,268,847	2,508,116

TABLE E-6.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF DECEMBER 31, 1947

Province and Sex	Total	6 days or less	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Prince Edward Island.....	827	286	101	184	126	42	88
Male.....	660	240	80	153	89	27	71
Female.....	167	46	21	31	37	15	17
Nova Scotia.....	8,278	1,418	910	1,470	1,552	675	2,253
Male.....	7,413	1,300	846	1,360	1,376	578	1,953
Female.....	865	118	64	110	176	97	300
New Brunswick.....	3,868	1,052	584	780	694	225	533
Male.....	3,210	903	534	660	561	159	393
Female.....	658	149	50	120	133	66	140
Quebec.....	32,364	8,390	6,294	6,772	4,859	2,010	4,039
Male.....	24,976	7,190	5,166	5,677	3,529	1,221	2,193
Female.....	7,388	1,200	1,128	1,095	1,330	789	1,846
Ontario.....	27,346	5,431	7,916	4,555	3,951	1,747	3,746
Male.....	21,997	4,656	7,540	3,781	2,850	1,034	2,136
Female.....	5,349	775	376	774	1,101	713	1,610
Manitoba.....	5,684	1,792	739	1,059	1,038	325	731
Male.....	4,333	1,291	610	899	803	194	536
Female.....	1,351	501	129	160	235	131	195
Saskatchewan.....	4,013	1,117	575	956	875	201	289
Male.....	3,357	887	517	848	755	147	203
Female.....	656	230	58	108	120	54	86
Alberta.....	4,363	1,004	685	1,111	884	249	430
Male.....	3,630	839	579	972	725	185	330
Female.....	773	165	106	139	159	64	100
British Columbia.....	15,216	3,189	2,322	3,571	3,064	1,164	1,906
Male.....	12,137	2,610	1,831	2,851	2,258	916	1,571
Female.....	3,079	579	391	720	806	248	335
TOTAL.....	101,959	23,679	20,126	20,458	17,043	6,638	14,015
MALE.....	81,713	19,916	17,803	17,201	12,946	4,461	9,386
FEMALE.....	20,246	3,763	2,323	3,257	4,097	2,177	4,629

TABLE F-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO DECEMBER 31, 1947

Fiscal Year Ended March 31*	RECEIPTS										DISBURSEMENTS		Balance in Fund
	CONTRIBUTIONS (Gross less refunds)										Total Revenue	Benefit Payments	
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fines	Interest on Investments and Profit on sale of Securities	Total Revenue	Benefit Payments	Balance in Fund			
1942.....	\$ 22,436,001 56	\$ 7,209,058 48	\$ 6,790,549 01	\$ 36,435,009 05	\$ 7,287,121 81	\$	\$ 269,268 74	\$ 43,991,999 60	\$ 27,752 92	\$ 43,964,246 68			
1943.....	30,408,651 15	13,645,258 63	13,380,741 65	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	114,011,029 93			
1944.....	31,565,282 54	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,088,577 55	1,721,666 29	190,327,941 19			
1945.....	32,784,177 12	11,926,369 85	19,018,308 47	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	298,034,459 86			
1946.....	34,964,786 96	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	317,240,660 34			
1947.....	41,042,425 28	11,500,028 37	23,472,577 26	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	372,878,625 64			
April.....	* 1,290 87	* Nil	1,215,905 78	1,217,196 65	245,138 59	330 00	726,884 64	2,189,549 78	3,775,228 88	371,289,946 54			
May.....	3,286,771 69	981,289 50	2,431,448 93	6,699,510 12	1,338,912 01	945 00	736,055 79	8,775,422 92	3,069,701 95	376,995,667 51			
June.....	3,383,750 49	999,288 62	2,139,308 45	6,522,347 56	1,304,195 64	372 00	741,927 29	8,568,842 49	2,150,454 06	383,414,055 94			
July.....	3,272,300 86	1,000,375 70	2,234,707 63	6,507,384 19	1,296,397 63	540 00	750,195 24	8,554,517 06	1,953,664 08	390,014,908 92			
August.....	3,611,119 91	1,070,486 19	2,346,752 66	7,028,353 76	1,411,043 81	520 00	763,312 88	9,203,235 45	1,512,886 95	397,705,557 42			
September.....	3,564,843 79	976,282 44	2,370,586 90	6,941,713 13	1,388,580 96	110 00	777,736 65	9,108,140 74	1,503,799 01	405,307,899 15			
October.....	3,590,455 51	1,027,407 75	2,409,689 89	7,027,553 15	1,405,133 12	385 00	810,118 91	9,243,100 18	1,543,042 99	413,008,046 34			
November.....	3,960,341 42	1,098,428 60	3,177,373 60	8,236,143 62	1,647,881 02	287 16	815,562 96	10,699,874 76	1,552,070 11	422,155,850 99			
December.....	3,574,174 04	1,071,635 91	3,177,388 89	7,823,198 84	1,564,092 66	266 72	834,850 94	10,222,439 16	2,541,539 07	429,836,751 08			
Sub Total.....	28,275,048 58	8,225,194 71	21,503,162 73	58,003,406 02	11,601,375 44	3,785 88	6,956,645 20	76,565,212 54	19,607,087 10	429,836,751 08			
GRAND TOTAL.....	221,476,323 19	76,528,173 04	117,900,431 28	415,904,927 51	83,183,392 43	13,912 77	32,881,090 46	531,983,323 17	102,146,372 09	429,836,751 08			

The column for "Bulk" includes Miscellaneous \$1,756.89 and Contributions for Armed Service \$19,781,805.43.

The column "Interest on Investments and Profit on Sale of Securities" represents—

(a) The exact amount of interest earned for each completed fiscal year and the approximate amount for each month in the current year;

(b) Profit on sale of securities taken into account at the end of each year only.

* April receipts for Stamps and Meter and the proportionate Government Contributions for these items were included with figures for March 1947.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.0	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.3	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February.....	18.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March.....	19.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May.....	21.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
June.....	22.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
August.....	24.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1
September.....	24.5	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
November.....	26.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3
December.....	26.1	127.1	146.4	113.4	109.2	131.2	129.4	114.1	137.2
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February.....	26.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9
March.....	27.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.2
May.....	32.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June.....	33.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
August.....	35.5	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2
September.....	38.3	139.4	165.3	117.8	121.1	152.0	147.4	117.5	154.7
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
November.....	42.5	143.6	173.6	119.9	122.6	157.0	151.4	118.2	160.6
December.....	44.8	146.0	178.7	119.9	120.3	159.3	154.9	119.8	164.4
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1

*For the period 1914 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100

† Commodities in the cost-of-living index excluding rents and services.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut. (chops or roasts) per lb.	Fresh shoulders, hook-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	50.8	47.3	45.3 ^c	32.7	31.4	.....	48.7	49.8	.....	61.6
Nova Scotia—										
2—Halifax.....	51.5	47.9	45.5 ^c	30.9	28.1	24.7	50.0	48.4	35.7	60.3
3—New Glasgow.....	53.8	49.9	49.0 ^c	32.7	28.3	.....	51.5	52.2	38.6	61.9
4—Sydney.....	56.1	51.1	39.5	33.8	29.3	.....	52.8	52.9	38.5	65.4
5—Truro.....	52.2	48.6	47.5	31.4	30.7	.....	48.3	49.3	37.4	62.8
New Brunswick—										
6—Fredericton.....	55.4	50.6	49.0	32.2	29.3	32.8	49.8	47.8	35.7	60.3
7—Moncton.....	52.4	49.4	50.5	32.5	30.0	.....	50.7	49.3	36.7	64.1
8—Saint John.....	54.7	50.8	46.6 ^c	32.1	29.0	31.7	50.8	52.3	38.5	63.4
Quebec—										
9—Chicoutimi.....	51.7	49.8	52.0 ^c	38.3	29.5	.....	.....	48.7	41.5	.....
10—Hull.....	48.4	46.6	46.1 ^c	31.6	28.3	33.2	50.5	48.0	37.1	61.5
11—Montreal.....	53.8	49.3	49.2 ^c	31.0	28.1	32.7	50.3	44.6	35.7	62.6
12—Quebec.....	55.4	50.8	51.6 ^c	33.0	27.1	33.6	49.3	43.4	36.9	57.9
13—St. Hyacinthe.....	45.0	42.2	42.4 ^c	30.4	25.7	.....	.....	45.2	35.2	57.3
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	63.5
15—Sherbrooke.....	52.0	48.4	45.0 ^c	30.3	26.7	37.2	46.7	46.7	34.3	57.5
16—Sorel.....	51.0	45.6	45.3	29.6	27.3	.....	.....	45.2	33.3	61.4
17—Thetford Mines.....	45.7	45.0	42.0	31.5	.....	.....	.....	.....	.....	46.0.
18—Three Rivers.....	48.0	44.5	43.2 ^c	32.3	26.0	32.0	.....	44.9	34.7	61.9
Ontario—										
19—Belleville.....	50.8	48.4	49.0	32.0	29.8	.....	48.6	49.0	35.3	62.9
20—Brantford.....	51.4	47.8	49.6	31.8	28.2	33.5	50.3	50.0	35.3	61.5
21—Brockville.....	52.6	48.9	51.2	32.3	29.1	.....	49.7	48.7	35.5	63.6
22—Chatham.....	50.9	47.4	48.4	32.6	29.4	35.7	48.5	50.6	37.5	61.7
23—Cornwall.....	52.7	49.2	50.4	31.3	31.7	.....	.....	47.7	39.6	64.0
24—Fort William.....	50.3	46.9	47.8	31.3	28.9	.....	50.5	51.4	40.8	63.5
25—Galt.....	50.8	47.0	49.0	30.8	27.8	.....	51.3	48.5	34.6	62.2
26—Guelph.....	51.7	48.7	49.3	32.9	30.0	37.8	52.3	50.5	35.7	61.9
27—Hamilton.....	51.0	48.0	49.5	32.5	29.6	35.8	52.0	50.5	35.6	62.8
28—Kingston.....	50.7	46.6	47.9	30.8	27.7	.....	49.3	48.6	33.4	59.5
29—Kitchener.....	51.2	47.9	50.5	32.1	28.6	34.8	48.0	50.7	34.9	61.4
30—London.....	51.9	48.4	50.0	32.6	29.7	36.5	51.2	48.8	35.5	62.8
31—Niagara Falls.....	49.3	47.0	49.0	30.4	27.0	.....	51.2	50.1	36.3	62.9
32—North Bay.....	50.3	47.8	49.4	31.3	28.7	.....	50.7	47.8	.....	65.7
33—Oshawa.....	49.6	48.6	50.8	31.5	28.0	36.3	.....	49.8	34.7	62.0

COAL AND RENTALS BY CITIES, JANUARY, 1948

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	28.7	32.1	59.7	15.0	73.3	29.2	9.3	6.5	9.5	14.4
Nova Scotia—										
2—Halifax.....	29.1	32.0	60.7	17.0	76.3	28.7	9.6	6.5	11.1	14.0
3—New Glasgow.....	28.9	31.7	64.1	17.0	76.1	28.6	9.7	.....	8.4	14.2
4—Sydney.....	29.1	32.1	66.7	18.0	77.7	30.0	9.3	6.6	10.5	14.2
5—Truro.....	29.5	30.8	62.9	16.2	76.3	28.5	9.4	6.3	10.3	13.6
New Brunswick—										
6—Fredericton.....	29.5	31.5	61.9	17.0	78.7	28.2	10.0	6.2	9.0	14.4
7—Moncton.....	29.3	32.1	66.1	17.0	77.3	29.2	9.3	6.2	11.1	14.0
8—Saint John.....	28.6	32.1	65.2	18.0	75.8	29.7	9.3	6.4	8.9	14.0
Quebec—										
9—Chicoutimi.....	30.3	.....	61.8	16.0	72.4	27.5	10.0	6.5	.....	13.7
10—Hull.....	28.1	30.2	59.1	17.0	71.9	26.4	8.5	5.9	9.8	11.6
11—Montreal.....	29.5	31.8	60.0	16.6	72.8	27.3	8.1	6.0	10.1	13.1
12—Quebec.....	29.3	31.6	59.8	16.0	71.3	27.9	8.1	6.1	9.7	13.1
13—St. Hyacinthe.....	28.4	31.3	57.3	15.0	73.1	27.0	7.6	6.1	10.2	12.9
14—St. Johns.....	.....	32.0	58.3	15.0	74.2	28.0	7.3	6.6	10.4	14.2
15—Sherbrooke.....	27.9	31.8	62.0	16.0	72.6	27.8	9.5	6.3	9.8	13.1
16—Sorel.....	29.1	31.0	56.7	15.0	71.5	26.1	7.5	6.2	10.1	13.9
17—Thetford Mines.....	29.7	30.6	55.8	15.0	73.9	25.9	7.3	6.1	8.8	14.1
18—Three Rivers.....	28.3	30.0	57.9	16.0	71.7	26.7	7.6	6.0	10.0	13.5
Ontario—										
19—Belleville.....	28.9	31.0	54.8	17.0	73.6	26.4	8.7	6.1	9.6	12.5
20—Brantford.....	27.5	30.9	56.5	17.0	73.6	26.7	8.3	6.1	10.0	13.2
21—Brockville.....	28.3	30.3	58.2	17.0	73.9	27.5	8.7	6.5	10.5	12.6
22—Chatham.....	27.5	31.4	54.3	17.0	73.4	25.5	8.5	6.3	8.9	13.1
23—Cornwall.....	28.0	30.8	57.1	17.0	73.2	26.6	7.8	6.4	9.2	13.3
24—Fort William.....	27.7	30.1	62.1	18.0	72.9	27.5	9.3	6.2	9.6	12.6
25—Galt.....	28.1	31.1	55.0	17.0	74.2	26.7	8.5	6.1	10.0	13.3
26—Guelph.....	27.5	30.6	54.7	17.0	74.5	25.8	8.3	6.0	9.7	12.9
27—Hamilton.....	27.6	31.1	56.5	17.8	74.5	26.4	8.2	6.0	10.2	12.9
28—Kingston.....	27.5	30.9	59.0	17.0	72.3	26.6	8.4	6.1	10.3	13.6
29—Kitchener.....	27.7	31.0	54.0	16.0	73.8	25.9	8.7	6.1	9.4	13.1
30—London.....	27.4	30.7	55.6	16.0	73.8	26.3	8.4	5.8	10.3	13.2
31—Niagara Falls.....	27.5	30.7	58.7	17.5	74.1	27.2	8.3	6.4	9.7	13.3
32—North Bay.....	28.2	31.6	63.6	18.0	74.8	26.9	9.3	6.4	10.0	14.0
33—Oshawa.....	27.4	30.4	57.4	17.0	72.6	25.5	8.3	5.9	9.4	12.8

TABLE F-1.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	29·1	18·3	22·1	14·8	8·6	40·4	21·0	24·9	45·2	66·0	51·5
Nova Scotia—											
2—Halifax.....	28·7	18·7	23·7	15·2	7·3	58·4	19·8	20·3	43·0	55·1	54·6
3—New Glasgow.....	27·6	17·8	20·9	15·6	7·6	52·5	21·9	21·5	43·1	58·1	53·8
4—Sydney.....	29·1	18·3	21·8	16·3	7·9	62·1	21·2	23·7	50·4	68·2	53·3
5—Truro.....	27·9	17·6	23·6	15·5	7·2	53·0	21·9	20·6	39·7	61·5	55·1
New Brunswick—											
6—Fredericton.....	30·2	19·5	27·0	15·7	7·0	48·3	17·7	23·4	47·5	59·6	51·7
7—Moncton.....	26·2	18·4	24·4	14·4	7·3	44·8	17·6	23·5	40·5	59·1	53·5
8—Saint John.....	28·8	18·0	25·0	14·7	7·0	53·6	17·8	21·4	46·1	53·9	52·2
Quebec—											
9—Chicoutimi.....	26·4	17·7	26·0	14·3	10·0	63·7	15·3	21·7	53·8	59·0	55·5
10—Hull.....	25·7	16·5	23·5	14·5	8·6	61·9	19·4	22·4	35·1	49·5	50·4
11—Montreal.....	23·6	17·6	22·7	14·2	9·4	59·5	21·3	22·4	39·0	45·8	50·7
12—Quebec.....	25·3	19·2	24·5	14·3	9·3	58·0	21·6	23·7	40·5	52·0	51·3
13—St. Hyacinthe.....	22·2	18·0	21·3	14·4	9·5	60·3	20·0	24·1	45·3	54·3	49·9
14—St. Johns.....	23·0	20·6	20·5	13·3	8·6	60·0	22·0	23·7	46·2	51·2	50·8
15—Sherbrooke.....	24·2	17·4	24·3	14·5	8·5	57·5	21·7	24·4	40·8	50·0	51·8
16—Sorel.....	24·5	17·1	24·3	14·0	9·8	57·3	19·5	22·2	42·9	49·0	50·3
17—Thetford Mines.....	23·6	17·9	19·7	13·9	8·7	59·2	20·5	25·0	47·1	53·6	54·3
18—Three Rivers.....	23·8	16·8	22·5	14·5	8·8	57·1	20·7	24·3	42·3	51·0	51·3
Ontario—											
19—Belleville.....	25·1	17·6	25·2	16·0	7·3	63·2	20·7	21·5	36·7	44·7	51·7
20—Brantford.....	28·1	18·1	22·5	13·6	7·9	64·0	21·0	21·6	37·8	43·7	50·4
21—Brockville.....	28·4	18·4	25·4	15·9	7·2	64·5	21·9	23·6	39·5	50·0	52·6
22—Chatham.....	27·0	17·3	23·4	14·1	7·8	62·6	21·8	22·5	32·7	44·1	51·5
23—Cornwall.....	27·3	19·5	23·3	15·9	8·1	63·6	18·3	23·7	33·3	44·7	51·4
24—Fort William.....	31·4	17·3	19·5	12·3	7·4	57·5	20·9	23·6	43·8	53·2	49·5
25—Galt.....	27·4	17·8	22·3	15·3	8·2	66·7	20·5	20·7	35·9	44·7	49·0
26—Guelph.....	26·5	17·9	22·8	14·6	8·3	66·6	20·2	21·1	36·9	44·0	49·0
27—Hamilton.....	27·6	17·6	22·2	14·9	8·0	69·5	20·8	21·4	42·7	47·3	49·3
28—Kingston.....	26·9	18·0	22·5	16·1	8·1	60·6	20·3	21·6	40·0	47·7	51·6
29—Kitchener.....	27·6	18·3	22·9	14·6	7·9	64·1	20·9	21·3	38·5	51·6	48·6
30—London.....	26·2	18·2	23·6	14·4	7·7	65·4	20·1	20·7	38·2	49·7	51·1
31—Niagara Falls.....	26·1	17·3	22·3	14·3	7·4	67·3	20·0	23·7	42·2	41·0	52·2
32—North Bay.....	28·9	18·8	24·3	16·0	8·1	70·7	21·4	23·1	41·2	47·3	55·6
33—Oshawa.....	27·1	17·3	20·7	14·3	7·1	61·6	21·0	21·3	41·6	48·1	51·7

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	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per 1/2 lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
P.E.I.—										
1—Charlottetown.....	29.3	42.3	37.7	9.7	9.3	66.0	50.0	.....	14.63	25.00-29.00(b)
Nova Scotia—										
2—Halifax.....	30.4	42.8	37.4	9.5	9.4	62.8	49.9	.....	15.87	28.00-32.00
3—New Glasgow.....	33.7	43.3	37.6	9.8	9.8	65.7	50.0	.....	.....	16.00-20.00
4—Sydney.....	33.0	43.8	37.9	10.0	9.9	64.7	50.6	.....	10.20	20.50-24.50(b)
5—Truro.....	29.7	42.7	37.8	9.6	9.6	63.9	52.6	.....	14.30	.....
New Brunswick—										
6—Fredericton.....	30.3	42.9	36.1	9.7	9.7	65.0	49.8	.....	15.50	21.00-25.00(b)
7—Moncton.....	31.0	41.7	37.6	10.0	10.0	60.8	49.7	.....	14.80	27.00-31.00(b)
8—Saint John.....	30.5	43.0	36.6	9.8	9.6	61.5	50.2	.....	15.50	21.00-25.00(b)
Quebec—										
9—Chicoutimi.....	34.3	.....	37.7	9.7	9.4	66.0	52.9	21.15	.....	.....
10—Hull.....	31.9	38.0	34.0	9.3	9.2	54.6	52.4	20.00	.....	16.50-20.50
11—Montreal.....	30.6	40.2	35.4	9.0	9.2	61.6	52.6	21.00	.....	24.50-28.50(b)
12—Quebec.....	32.2	44.1	37.4	9.1	9.0	58.7	52.6	19.50	.....	29.00-33.00(b)
13—St. Hyacinthe.....	33.0	37.5	35.3	9.0	8.9	57.5	52.4	20.00	.....	.....
14—St. Johns.....	33.0	43.3	36.4	8.9	9.0	55.0	52.1	21.00	.....	.....
15—Sherbrooke.....	32.5	42.3	38.3	9.0	9.0	58.0	52.7	21.50	.....	21.50-25.50(b)
16—Sorel.....	34.9	42.5	37.7	9.0	8.7	60.7	52.4	20.75	.....	.....
17—Thetford Mines.....	32.6	41.0	39.6	9.0	8.7	60.4	50.1	22.00	.....	.....
18—Three Rivers.....	32.9	39.8	39.7	9.1	8.9	60.7	53.0	18.50	.....	21.00-25.00(b)
Ontario—										
19—Belleville.....	32.7	39.0	33.7	9.5	9.4	55.7	51.8	19.50	.....	.....
20—Brantford.....	32.1	36.1	32.9	9.3	9.3	57.6	51.5	19.50	.....	22.50-26.50
21—Brockville.....	33.0	39.4	33.3	9.4	9.3	56.4	51.4	19.50	.....	.....
22—Chatham.....	31.9	37.4	32.5	9.7	9.7	59.3	53.2	20.00	.....	23.00-27.00
23—Cornwall.....	31.8	38.2	32.6	9.1	9.1	57.7	51.3	21.00	.....	.....
24—Fort William.....	27.5	40.9	32.7	9.9	9.9	56.5	49.8	.....	19.80	28.50-32.50
25—Galt.....	30.9	35.6	32.1	9.3	9.1	58.8	52.5	20.25	.....	25.50-29.50
26—Guelph.....	31.2	37.5	33.2	9.5	9.5	56.9	52.5	19.50	.....	24.00-28.00
27—Hamilton.....	31.2	37.9	33.2	9.1	9.1	57.6	52.0	19.00	.....	28.50-32.50
28—Kingston.....	33.2	40.8	33.7	9.1	9.1	58.6	52.1	20.00	.....	32.00-36.00
29—Kitchener.....	32.3	37.5	32.4	9.6	9.5	53.6	53.0	19.50	.....	30.00-34.00
30—London.....	31.8,	38.8	34.1	9.7	9.4	58.2	51.4	20.50	.....	27.50-31.50
31—Niagara Falls.....	27.8	39.8	33.0	9.7	9.9	56.3	51.9	18.87	.....	28.50-32.50
32—North Bay.....	32.0	39.7	37.0	10.1	10.1	62.5	52.6	21.50	.....	23.00-27.00
33—Oshawa.....	31.4	38.5	32.6	9.5	9.3	57.6	52.1	19.50	.....	27.50-31.50

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced rind-on, per lb
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut (chops or roasts) per lb.	Fresh shoulder, hook-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
34—Ottawa.....	50.4	47.2	48.7	30.8	27.8	33.9	49.7	48.3	35.0	61.6
35—Owen Sound.....	50.7	47.6	49.6	31.4	27.9	.....	.....	50.3	36.4	62.2
36—Peterborough.....	53.7	49.9	50.7	33.7	30.2	34.5	51.8	50.5	34.8	62.0
37—Port Arthur.....	49.6	46.1	47.0	31.4	30.3	.....	51.5	50.7	40.5	65.6
38—St. Catharines.....	50.3	47.2	49.3	33.5	29.2	.....	50.7	51.2	34.0	63.0
39—St. Thomas.....	51.1	48.0	49.4	31.7	29.2	30.8	51.2	52.6	39.6	62.9
40—Sarnia.....	51.0	48.2	48.8 _c	32.4	29.0	.....	49.8	50.0	35.7	63.4
41—Sault Ste. Marie.....	51.6	48.2	46.9	31.4	30.8	35.0	50.1	49.3	38.8	62.5
42—Stratford.....	48.6	46.6	48.2 _c	32.4	29.0	.....	48.0	49.0	34.0	61.7
43—Sudbury.....	48.4	45.9	44.7	32.2	28.3	.....	49.8	47.1	36.6	61.2
44—Timmins.....	50.4	47.5	48.5	30.8	29.5	31.0	53.4	48.9	36.9	63.8
45—Toronto.....	52.7	48.9	51.0 _c	33.8	30.3	34.4	52.3	50.9	34.9	63.0
46—Welland.....	49.7	47.8	46.1	31.3	27.0	.....	.....	50.6	37.0	61.0
47—Windsor.....	49.2	46.5	48.1	31.8	29.4	.....	50.4	51.2	37.4	61.9
48—Woodstock.....	52.5	49.3	50.5	32.5	29.0	.....	.....	51.5	39.0	61.6
Manitoba—										
49—Brandon.....	49.8	46.2	47.7	29.4	27.9	.....	48.7	50.0	38.0	61.9
50—Winnipeg.....	48.3	43.7	41.3 _c	28.5	26.5	32.0	47.5	46.1	36.3	62.7
Saskatchewan—										
51—Moose Jaw.....	46.3	43.5	42.6 _c	29.0	26.4	.....	.....	45.6	34.0	62.0
52—Prince Albert.....	44.7	42.0	42.0 _c	27.7	26.7	30.5	44.0	45.0	34.7	60.2
53—Regina.....	46.2	43.3	43.2	27.4	26.9	32.3	47.1	47.3	36.3	62.7
54—Saskatoon.....	50.0	46.5	47.4	31.5	30.2	36.1	49.0	49.1	36.6	63.8
Alberta—										
55—Calgary.....	48.5	45.3	45.8 _c	30.1	28.7	30.9	46.7	47.0	36.7	65.9
56—Drumheller.....	49.8	47.0	45.5	29.6	26.4	.....	.....	49.2	35.6	62.3
57—Edmonton.....	48.2	44.3	45.0	29.3	29.8	31.1	45.6	47.9	35.9	63.0
58—Lethbridge.....	48.7	45.0	42.5 _c	28.3	29.3	.....	.....	47.5	34.3	62.6
British Columbia—										
59—Nanaimo.....	58.7	52.7	55.3	33.5	33.3	.....	55.0	.....	.....	71.2
60—New Westminster.....	55.1	49.2	52.0	32.2	31.7	34.7	51.7	51.9	40.9	66.4
61—Prince Rupert.....	53.7	50.0	53.3	32.3	31.3	.....	54.5	52.5	.....	65.4
62—Trail.....	52.8	48.3	50.5	33.8	33.7	36.7	49.2	55.0	41.1	66.9
63—Vancouver.....	55.8	50.1	52.3	32.9	32.6	35.2	53.4	53.2	39.9	69.3
64—Victoria.....	54.9	51.7	52.9	34.0	32.4	35.3	54.4	54.1	41.4	68.9

COAL AND RENTALS BY CITIES, JANUARY, 1948

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	28.3	30.6	58.3	17.0	72.6	27.0	8.4	6.1	10.3	13.6
35—Owen Sound.....	28.3	31.1	54.6	17.0	72.4	25.3	8.7	6.1	8.6	12.3
36—Peterborough.....	27.5	31.0	55.8	17.0	72.6	26.7	8.0	6.2	10.2	12.9
37—Port Arthur.....	27.4	30.1	63.6	18.0	72.8	28.2	9.3	6.3	8.6	11.4
38—St. Catharines.....	27.8	30.9	58.3	17.5	73.7	27.3	8.1	6.3	9.9	13.1
39—St. Thomas.....	28.1	31.1	58.7	17.0	74.8	26.7	8.2	5.9	10.3	13.1
40—Sarnia.....	27.7	32.2	58.3	17.0	73.9	27.2	8.7	6.2	9.9	12.7
41—Sault Ste. Marie.....	28.7	30.6	64.1	18.0	72.9	27.1	8.7	6.2	9.7	12.9
42—Stratford.....	28.4	32.1	53.9	17.0	73.6	26.2	8.3	5.7	10.4	13.8
43—Sudbury.....	28.4	31.2	59.4	18.0	73.9	26.5	9.3	6.5	9.8	13.3
44—Timmins.....	27.8	31.2	61.5	19.7	72.8	27.0	9.7	6.2	9.8	12.9
45—Toronto.....	28.3	30.9	58.2	18.0	73.9	25.8	8.1	6.1	10.1	13.0
46—Welland.....	28.3	31.8	59.2	17.9	73.4	26.7	8.7	6.1	9.7	12.5
47—Windsor.....	27.3	30.5	57.6	18.0	74.5	26.9	8.7	6.2	9.9	13.0
48—Woodstock.....	27.7	31.6	53.8	16.0	72.6	26.4	8.1	5.5	9.4	12.9
Manitoba—										
49—Brandon.....	25.5	32.1	57.9	15.0	71.3	27.2	8.9	6.1	7.6	13.5
50—Winnipeg.....	26.0	31.1	60.3	16.0	72.0	27.7	9.2	6.0	9.1	13.2
Saskatchewan—										
51—Moose Jaw.....	24.4	33.8	55.5	16.0	69.8	28.0	9.1	6.1	9.1	12.9
52—Prince Albert.....	25.9	32.7	54.7	16.0	71.0	27.0	7.6	6.3	7.9	13.0
53—Regina.....	25.6	34.0	55.9	16.0	69.5	28.3	9.0	6.2	7.9	13.2
54—Saskatoon.....	25.6	33.0	56.8	16.0	70.5	27.3	9.0	5.8	8.1	12.5
Alberta—										
55—Calgary.....	25.2	31.7	56.5	17.0	70.0	27.2	9.6	6.2	8.3	13.0
56—Drumheller.....	26.9	32.5	56.1	17.0	71.4	28.0	10.4	6.4	10.9	13.4
57—Edmonton.....	25.2	32.6	54.5	17.0	70.2	27.1	8.8	6.0	9.1	12.9
58—Lethbridge.....	25.5	32.6	56.3	17.0	69.8	27.5	10.2	6.0	7.5	12.6
British Columbia—										
59—Nanaimo.....	29.7	35.8	53.3	17.7	73.7	29.2	12.0	6.5	9.1	13.9
60—New Westminster.....	29.0	31.7	51.9	15.0	72.2	27.6	10.5	6.3	9.4	13.2
61—Prince Rupert.....	29.2	34.6	61.1	20.0	74.8	30.9	13.0	6.8	10.7	13.4
62—Trail.....	27.2	33.6	60.3	18.0	72.6	28.4	12.0	6.8	8.9	12.5
63—Vancouver.....	28.8	31.7	52.3	15.0	72.6	27.5	11.4	6.2	9.1	13.1
64—Victoria.....	29.5	32.9	53.6	17.0	72.7	28.3	10.7	6.3	9.5	12.9

TABLE F-1.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	26.4	17.6	23.6	15.3	8.6	64.5	22.1	22.7	33.4	49.5	50.7
35—Owen Sound.....	28.0	18.4	22.7	13.3	6.8	59.7	21.6	20.8	39.0	49.4	52.0
36—Peterborough.....	27.6	18.3	23.1	14.9	7.1	59.0	22.0	21.4	36.9	46.0	49.4
37—Port Arthur.....	29.8	19.0	21.7	12.7	7.4	62.0	20.7	24.4	39.3	50.7	49.8
38—St. Catharines.....	26.7	18.5	22.3	14.5	7.7	66.4	21.5	23.1	37.4	40.6	52.2
39—St. Thomas.....	28.0	18.4	23.2	13.8	8.1	67.0	21.3	21.5	44.2	50.2	52.6
40—Sarnia.....	26.0	19.0	23.1	14.4	7.3	60.4	19.9	23.0	43.2	46.8	53.2
41—Sault Ste. Marie.....	28.5	18.4	23.7	15.2	8.1	67.1	17.7	24.0	34.3	46.9	51.8
42—Stratford.....	28.5	18.5	23.3	14.9	7.3	65.8	20.7	19.8	35.8	50.9	49.3
43—Sudbury.....	29.1	18.0	23.3	15.7	8.3	63.9	21.4	22.7	40.1	51.4	53.4
44—Timmins.....	29.7	18.1	25.1	16.1	8.6	74.6	20.9	24.1	38.7	51.7	52.7
45—Toronto.....	26.5	18.0	22.8	14.8	7.5	65.9	20.6	20.6	39.3	44.2	48.3
46—Welland.....	26.9	16.8	21.0	14.4	7.4	65.6	19.8	20.9	40.2	39.1	51.1
47—Windsor.....	23.9	19.0	21.9	14.1	7.1	63.7	20.7	21.2	38.8	47.2	50.9
48—Woodstock.....	24.8	17.5	23.5	14.5	6.9	65.8	19.2	20.3	35.6	48.6	50.2
Manitoba—											
49—Brandon.....	29.8	18.5	20.9	15.5	8.1	50.8	21.4	23.4	42.4	53.3	60.5
50—Winnipeg.....	29.3	18.9	21.2	14.0	7.3	48.0	20.1	21.7	40.9	44.6	57.7
Saskatchewan—											
51—Moose Jaw.....	30.0	17.3	19.0	17.0	7.1	53.3	.....	23.1	42.3	52.3	.....
52—Prince Albert.....	29.8	18.4	20.3	15.2	8.6	55.8	21.6	21.5	41.3	54.0	47.3
53—Regina.....	30.4	20.5	19.9	15.6	7.4	51.2	19.7	22.5	35.6	42.3	62.9
54—Saskatoon.....	30.9	18.8	21.3	16.1	7.7	57.5	20.4	22.7	39.3	49.9	50.0
Alberta—											
55—Calgary.....	26.6	17.4	18.2	14.1	7.0	59.4	20.0	21.4	35.3	50.7	52.3
56—Drumheller.....	25.8	18.5	19.0	12.9	7.3	64.4	20.4	22.8	33.9	53.4	61.0
57—Edmonton.....	27.7	17.2	18.6	14.7	7.0	43.8	21.1	23.6	40.9	48.1	58.0
58—Lethbridge.....	28.2	18.0	18.2	13.6	7.5	51.4	19.4	23.1	32.9	54.1	58.0
British Columbia—											
59—Nanaimo.....	25.3	18.0	23.0	16.0	7.5	58.9	20.2	20.7	39.0	46.3	60.0
60—New Westminster.....	24.4	17.0	20.8	16.4	7.4	59.6	19.3	21.4	32.0	39.4	54.0
61—Prince Rupert.....	26.3	20.4	23.1	17.4	7.8	63.8	21.5	23.1	46.3	51.9	52.3
62—Trail.....	27.0	18.9	19.3	17.3	7.4	62.6	19.1	23.7	40.9	62.9	.....
63—Vancouver.....	25.2	17.3	20.0	16.1	7.5	65.8	19.5	21.0	33.9	39.1	57.0
64—Victoria.....	24.6	18.2	21.1	15.2	8.1	68.0	20.0	21.1	35.1	41.9	57.4

COAL AND RENTALS BY CITIES, JANUARY, 1948

	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	31.4	41.1	33.8	9.3	9.1	57.5	51.2	20.00	.....	33.00-37.00
35—Owen Sound.....	31.0	40.9	33.3	9.5	9.6	59.2	52.4	20.00	.....	18.50-22.50
36—Peterborough.....	31.8	42.9	34.2	9.5	9.5	55.7	51.8	20.75	.....	27.50-31.50
37—Port Arthur.....	27.8	41.8	32.2	10.1	10.0	56.5	50.2	.....	19.80	24.00-28.00
38—St. Catharines.....	27.7	37.2	34.3	9.1	9.1	57.5	51.7	19.75	.....	28.00-32.00
39—St. Thomas.....	32.9	41.9	34.3	9.8	9.8	57.9	52.8	19.50	.....	22.00-26.00
40—Sarnia.....	33.0	41.5	32.8	10.1	9.9	58.2	52.4	21.00	.....	.....
41—Sault Ste. Marie.....	29.4	39.6	34.7	9.8	9.7	52.5	51.7	21.00	.....	24.00-28.00
42—Stratford.....	30.0	38.2	33.8	9.9	9.7	59.6	51.5	20.00	.....	22.00-26.00
43—Sudbury.....	30.5	39.3	36.7	10.0	9.8	58.6	51.3	21.10	.....	30.00-34.00
44—Timmins.....	32.3	39.5	35.3	10.0	10.0	53.9	51.0	23.00	.....	30.00-34.00
45—Toronto.....	30.3	38.4	32.9	9.1	9.1	58.8	52.0	19.20	.....	34.00-38.00
46—Welland.....	26.6	36.4	33.9	9.2	9.3	52.7	51.8	19.30	.....	.....
47—Windsor.....	31.9	37.0	32.8	9.5	9.4	58.1	51.8	20.00	.....	27.00-31.00
48—Woodstock.....	30.0	38.5	33.6	9.7	9.7	58.3	51.5	20.00	.....	.....
Manitoba—										
49—Brandon.....	29.7	44.2	35.0	10.2	10.0	58.7	50.1	.....	14.25	23.50-27.50
50—Winnipeg.....	29.9	42.0	32.3	10.0	10.0	53.9	49.1	.....	15.30	29.00-33.00
Saskatchewan—										
51—Moose Jaw.....	30.3	38.3	35.5	10.5	10.5	56.5	49.3	.....	12.50	25.50-29.50
52—Prince Albert.....	29.5	41.7	35.3	11.0	10.8	53.8	50.3	.....	12.60	21.00-25.00
53—Regina.....	28.6	42.3	35.1	10.9	11.0	61.1	53.4	.....	13.60	30.00-34.00
54—Saskatoon.....	28.1	44.9	35.7	11.0	11.3	58.6	49.7	.....	12.40	24.00-28.00
Alberta—										
55—Calgary.....	28.1	41.8	34.7	10.1	10.7	56.6	48.9	.....	10.25	27.00-31.00
56—Drumheller.....	30.0	44.2	37.0	11.0	11.2	57.5	49.2	.....	.....	23.50-27.50
57—Edmonton.....	27.7	41.9	32.4	10.0	10.6	58.1	48.5	.....	7.55	26.00-30.00
58—Lethbridge.....	29.7	40.8	32.6	10.2	11.0	55.1	49.6	.....	7.00	24.00-28.00
British Columbia—										
59—Nanaimo.....	30.6	42.2	30.3	9.9	10.4	55.9	50.0	.....	.....	18.00-22.00
60—New Westminster.....	28.2	40.9	30.3	9.1	9.2	54.5	49.4	.....	15.45	21.00-25.00
61—Prince Rupert.....	31.6	43.3	33.7	10.0	10.0	57.9	47.4	.....	17.25	20.00-24.00
62—Trail.....	30.0	40.3	34.2	10.1	10.0	56.1	49.7	.....	13.50	23.00-27.00
63—Vancouver.....	28.7	38.3	31.1	9.3	9.5	57.6	48.5	.....	15.45	26.50-30.50
64—Victoria.....	28.0	40.2	30.4	10.1	9.9	57.8	49.8	.....	16.40	23.00-27.00

(a) Rent figures are obtained by multiplying increases since June, 1941 by the average rental determined by the census of that date. The increases are based upon reports from real estate agents and *periodic sample* surveys which are now being conducted by direct interview.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses, Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

(c) Averages include prices for cuts with bone in.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF JANUARY 1948

(BASE:—August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	143.2	183.8	108.1	127.0	164.0	147.1	118.9
Saint John.....	146.8	182.1	111.1	126.1	164.0	149.6	122.9
Montreal.....	151.3	190.9	116.2	119.8	157.4	163.6	119.1
Toronto.....	145.8	179.7	116.5	132.8	164.3	153.4	122.2
Winnipeg.....	142.8	179.6	114.4	113.2	153.7	160.2	117.6
Saskatoon.....	151.1	191.4	121.9	123.2	165.4	160.1	120.2
Edmonton.....	143.8	185.7	107.7	104.7	162.1	152.9	120.9
Vancouver.....	147.8	184.4	112.1	127.3	165.9	150.5	124.1

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August, 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Dec. 1941	Aug. 1945	Dec. 1945	Nov. 1947	Dec. 1947	Jan. 1948	Price Jan. 1948
Beef, sirloin steak.....	lb.	120.7	154.8	154.8	180.6	180.3	182.8	51.0
Beef, round steak.....	lb.	125.7	167.9	167.9	197.5	197.5	200.8	47.6
Beef, rib roast.....	lb.	125.5	174.3	174.3	207.0	205.2	208.3	47.9
Beef, shoulder.....	lb.	132.7	161.6	162.3	194.3	194.3	198.7	31.6
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	204.3	205.0	212.3	29.0
Veal, front roll, boneless.....	lb.	139.3	174.0	174.0	185.8	191.7	198.2	33.5
Lamb, leg roast.....	lb.	109.9	164.4	152.8	172.9	172.9	176.4	50.1
Pork, fresh loins, centre-cut.....	lb.	125.3	143.8	143.8	181.0	179.2	181.4	49.3
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	143.4	191.6	190.6	192.7	36.7
Bacon, side, fancy, sliced, rind-on.....	lb.	132.3	141.5	142.5	194.4	195.0	196.0	62.5
Lard, pure.....	lb.	151.3	157.9	159.6	243.9	244.7	245.6	28.0
Shortening, vegetable.....	lb.	134.7	137.5	137.5	218.1	219.4	219.4	31.6
Eggs, grade "A" large.....	doz.	156.4	155.3	181.3	195.0	191.1	186.9	58.2
Milk.....	qt.	111.0	95.4	95.4	141.3	151.4	154.1	16.8
Butter, creamery, prints.....	lb.	140.5	144.3	148.0	233.7	250.5	268.1	73.2
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	164.4	165.4	193.8	200.6	204.3	27.3
Bread, plain white, wrapped.....	lb.	106.5	106.3	106.3	144.4	144.4	144.4	9.1
Flour, first grade.....	lb.	127.3	124.2	124.2	184.8	187.9	187.9	6.2
Rolled oats, pkg.....	lb.	112.0	114.0	114.0	142.5	148.8	152.0	9.6
Corn flakes, 8 oz.....	pkg.	101.1	100.0	100.0	132.6	139.1	143.5	13.2
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	137.7	137.7	245.3	256.6	255.7	27.1
Peas, canned, 2 s.....	tin	117.5	121.7	121.7	148.3	150.0	150.8	18.1
Corn, canned, 2 s.....	tin	128.3	132.7	132.7	187.6	199.1	197.3	22.3
Beans, dry.....	lb.	129.4	133.3	133.3	251.0	282.4	292.2	14.9
Onions.....	lb.	108.2	142.9	126.5	132.7	149.0	161.2	7.9
Potatoes.....	15 lb.	89.9	218.3	149.4	155.8	180.8	183.8	60.3
Prunes, bulk.....	lb.	115.8	120.2	120.2	178.1	178.1	178.9	20.4
Raisins, seedless, bulk.....	lb.	104.0	107.9	108.6	142.4	146.4	148.3	22.4
Oranges.....	doz.	132.5	154.6	154.3	135.8	141.0	136.5	40.0
Lemons.....	doz.	111.3	147.7	148.6	156.3	158.5	153.5	49.9
Jam, strawberry, 16 oz.....	jar	111.3	115.1	115.1	157.1	159.5	160.1	26.3
Peaches, 20 oz.....	tin	101.5	105.1	106.1	154.8	156.3	156.3	30.8
Marmalade, orange, 16 oz.....	jar	118.3	128.9	128.9	146.5	148.0	148.8	20.2
Corn syrup, 2 lb.....	tin	138.0	158.2	157.7	205.0	204.4	202.0	34.6
Sugar, granulated.....	lb.	132.3	132.3	132.3	153.8	149.2	149.2	9.7
Sugar, yellow.....	lb.	131.3	134.9	134.9	157.1	154.0	154.0	9.7
Coffee.....	lb.	141.6	131.4	131.7	166.3	168.9	172.5	58.3
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	173.1	173.8	173.8	51.1

* Descriptions and units of sale apply to January, 1948, prices.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS
1926=100

	1913	1918	1920	1922	1926	1929	1933	1939	1941	1945	1946	Octo-ber 1947	Nov-ember 1947	Dec-ember 1947
All commodities.....	64.0	127.4	155.9	97.3	100.0	95.6	67.1	75.4	90.0	103.6	108.7	139.3	142.5	143.5
Classified according to chief component material—														
I Vegetable Products.....	58.1	127.9	167.0	86.2	100.0	91.6	59.3	63.7	77.0	97.0	97.8	126.8	131.6	130.7
II Animals and Their Products.....	70.9	127.1	145.1	96.0	100.0	109.0	59.4	74.6	92.1	107.9	114.5	140.7	144.1	148.9
III Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	100.0	91.3	69.7	91.0	91.8	97.0	97.0	137.4	146.5	148.1
IV Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.0	93.9	62.8	79.2	96.0	120.0	132.3	175.7	176.8	177.7
V Iron and Its Products.....	68.9	156.9	168.4	104.6	100.0	93.7	85.4	98.5	111.3	117.1	126.1	148.3	148.3	149.3
VI Non-ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	100.0	99.2	64.3	71.3	77.7	79.8	88.0	134.9	135.9	135.8
VII Non-metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	100.0	92.9	84.4	85.3	95.2	102.0	103.1	119.1	121.2	122.6
VIII Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	100.0	95.4	81.3	79.8	98.9	99.4	95.2	111.9	112.6	112.8
Classified according to purpose—														
I Consumers' Goods.....	62.0	102.7	136.1	96.9	100.0	94.7	71.1	75.9	91.1	98.1	101.1	124.7	130.0	130.8
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	100.0	63.8	73.9	89.5	103.4	107.5	132.6	137.7	139.6
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	100.0	91.1	76.0	77.2	92.2	94.6	96.8	119.5	124.8	125.0
II Producers' Goods.....	67.7	133.3	164.8	98.8	100.0	96.1	63.1	70.4	83.6	100.7	105.7	139.8	142.4	143.3
Producers' Equipment.....	55.1	81.9	108.6	104.1	100.0	94.6	86.0	95.4	105.7	119.1	121.2	139.3	140.0	141.9
Producers' Materials.....	69.1	139.0	171.0	98.2	100.0	96.3	60.5	67.6	81.1	98.7	104.0	139.9	142.7	143.5
Building and Construction Materials.....	67.0	100.7	144.0	108.7	100.0	99.0	78.3	89.7	107.3	127.3	134.8	185.4	186.9	189.2
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	100.0	95.9	57.5	63.9	76.6	93.8	98.8	132.2	135.2	135.8
Classified according to origin—														
I Farm.....														
A. Field.....	59.2	134.7	176.4	91.2	100.0	90.1	59.3	61.8	75.9	91.7	93.1	123.1	129.2	128.4
B. Animal.....	70.1	129.0	146.0	95.9	100.0	105.5	61.0	75.5	91.6	101.6	107.6	136.3	140.3	145.6
Farm (Canadian).....	64.1	132.6	160.6	88.0	100.0	100.8	51.0	64.3	72.8	109.7	111.9	122.9	126.5	130.7
III Marine.....	65.9	111.6	114.1	91.7	100.0	105.3	62.9	71.2	92.1	131.7	144.0	167.2	168.9	168.9
III Forest.....	60.1	89.7	151.3	106.8	100.0	93.7	63.0	78.9	95.6	119.2	131.3	174.0	175.1	176.0
IV Mineral.....	67.9	115.2	134.6	106.4	100.0	92.8	80.6	85.8	95.5	100.2	105.8	127.2	128.2	130.3
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	100.0	97.5	56.6	67.5	81.8	105.6	109.5	138.6	142.5	145.1
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	100.0	93.0	70.2	75.3	88.8	94.0	98.8	127.5	131.4	132.0

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Department	Cost of Living, Federal Labour Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth and Wealth Statistician	Cost of Living, Commonwealth and Wealth Statistician	Whole-sale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	508	1935-1939	889	1935-1939	200	July 1914	78	July 1914	188	1910=1000	1936-1939=100	1936-1939=1000	180	1926-1930=1000
Base Period:	1926	(a)	1926	(b)	1930	(c)	(g)	(h)	1910=1000	1938=1000	(d)	(e)	1926-1930=1000	(b)
1913	64.0	79.1	69.8	70.7	.....	.....	.....	.....	1125	814	.....	.....	748	628
1914	65.5	79.7	68.1	71.8	.....	.....	.....	.....	1090	814	.....	.....	805	676
1915	70.7	80.7	69.5	72.5	.....	.....	.....	.....	1204	808	.....	.....	882	724
1916	80.3	87.0	85.5	77.9	.....	.....	.....	.....	1379	908	.....	.....	1024	786
1917	84.3	102.4	91.6	97.9	.....	.....	.....	.....	1583	996	.....	.....	1295	850
1918	127.4	115.6	131.3	107.5	.....	.....	.....	.....	1723	1064	.....	.....	1526	912
1919	134.0	126.5	138.6	123.8	.....	.....	.....	.....	222	1177	.....	.....	1536	1010
1920	135.9	143.4	134.4	143.0	.....	.....	.....	.....	284	1458	.....	.....	1438	1034
1921	110.0	129.9	87.6	127.7	.....	.....	.....	.....	1805	1320	.....	.....	1194	952
1922	97.3	120.4	96.7	119.7	.....	.....	.....	.....	1445	1101	.....	.....	1083	1000
1923	100.0	121.8	100.0	126.4	.....	.....	.....	.....	1358	1063	.....	.....	984	1006
1924	96.4	120.5	96.7	122.5	.....	.....	.....	.....	1305	1066	.....	.....	963	1006
1925	85.6	121.7	95.3	122.5	.....	.....	.....	.....	1155	1041	.....	.....	904	981
1926	88.6	120.8	86.4	119.4	.....	.....	.....	.....	1047	932	.....	.....	904	785
1927	67.1	94.4	65.9	92.4	.....	.....	.....	.....	1174	1000	.....	.....	1036	951
1928	78.6	102.2	78.6	100.8	.....	.....	.....	.....	137	1000	.....	.....	1071	990
1929	85.6	105.6	86.4	102.8	.....	.....	.....	.....	1146	1000	.....	.....	1029	999
1930	86.6	120.8	88.4	111.2	.....	.....	.....	.....	1029	1034	.....	.....	1051	1035
1931	75.4	105.6	77.1	99.4	.....	.....	.....	.....	1040	1034	.....	.....	1111	1073
1932	82.9	105.6	82.9	102.8	.....	.....	.....	.....	1140	1082	.....	.....	1311	1003
1933	111.7	105.6	105.2	152.6	.....	.....	.....	.....	174	1398	.....	.....	1513	1002
1934	90.0	111.7	87.3	105.2	.....	.....	.....	.....	203	1284	.....	.....	1536	1003
1935	100.0	118.9	103.1	123.6	.....	.....	.....	.....	1766	1258	.....	.....	1584	1004
1936	102.5	118.4	104.0	125.5	.....	.....	.....	.....	207	1322	.....	.....	1584	1004
1937	103.6	119.5	105.8	128.4	.....	.....	.....	.....	209	1405	.....	.....	1584	1004
1938	105.6	119.5	105.8	128.4	.....	.....	.....	.....	209	1405	.....	.....	1584	1004
1939	108.7	123.6	121.1	139.2	.....	.....	.....	.....	1834	1341	.....	.....	1584	1008
1940	111.6	127.1	119.7	152.2	.....	.....	.....	.....	1858	1348	.....	.....	1562	1008
1941	112.0	127.1	140.9	152.2	.....	.....	.....	.....	1428	1348	.....	.....	1562	1008
1942	114.2	127.0	141.5	153.3	.....	.....	.....	.....	1861	1350	.....	.....	1563	1008
1943	118.1	127.8	144.6	153.2	.....	.....	.....	.....	1870	1353	.....	.....	1569	1008
1944	120.4	128.9	149.5	153.2	.....	.....	.....	.....	1870	1353	.....	.....	1571	1008
1945	122.9	130.6	147.7	156.3	.....	.....	.....	.....	1869	1372	.....	.....	1571	1013
1946	125.3	133.1	147.7	156.3	.....	.....	.....	.....	1869	1372	.....	.....	1571	1013
1947	127.8	134.9	147.6	156.0	.....	.....	.....	.....	1869	1372	.....	.....	1571	1013
1948	129.1	135.9	150.0	158.4	.....	.....	.....	.....	1896	1399	.....	.....	1590	1027
1949	130.8	136.6	153.6	158.4	.....	.....	.....	.....	1915	1412	.....	.....	1612	1027
1950	133.8	139.4	157.4	163.8	.....	.....	.....	.....	1945	1408	.....	.....	1617	1027
1951	139.3	142.2	158.5	163.8	.....	.....	.....	.....	1961	1409	.....	.....	1617	1027
1952	142.5	143.6	159.5	164.9	.....	.....	.....	.....	223	1409	.....	.....	1617	1027
1953	143.6	143.6	202.7	203.5	.....	.....	.....	.....	223	1409	.....	.....	1617	1027
1954	143.6	143.6	202.7	203.5	.....	.....	.....	.....	223	1409	.....	.....	1617	1027

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised. (j) From August, 1945, "Consumers Price Index for Moderate-Income Families in Larger Cities". (k) New series, June 17, 1947=100. Interim Index of Retail Prices (H.M.S.O. June 1947).

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY, 1948, JANUARY
AND DECEMBER, 1947†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per 1,000 Available Work Days
January, 1948*.....	12‡	19	11,585‡	12,595	135,780	1.75
December, 1947*.....	8	15	1,240	3,189	19,097	0.24
January, 1947*.....	12‡	12	3,302‡	3,302	28,519	0.38

*Preliminary figures.

‡Strikes un-terminated at the end of the previous year are included in these totals.

†The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING JANUARY, 1948 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to January, 1948				
LOGGING— Bush workers, Delray, Ont.	1	50	50	Commenced December 29, 1947; refusal to cut pulpwood on a piece-work basis; terminated January 2; return of workers; in favour of employer.
MANUFACTURING— <i>Tobacco and Liquors</i> — Soft drink factory workers, Edmonton, Alta.	1	20	300	Commenced December 1, 1947; for implementation of award of arbitration board providing for increased wages in new agreement under negotiations; untermiated.
<i>Vegetable Foods, etc.</i> — Bakery workers, Vancouver, B.C.	1	(3) 20	130	Commenced December 8, 1947; for implementation of award of arbitration board providing for increased wages and other changes in new agreement under negotiations; terminated January 10; return of workers pending further negotiations; indefinite.
<i>Printing and Publishing</i> — Printing pressmen, Toronto, Ont.	65	750	7,500	Commenced December 15, 1947; for a greater increase in wages than recommended by majority report of conciliation board, union security, increased vacations with pay, etc., in new agreements under negotiations; untermiated; compromise settlement arrived at on January 20 in all but two establishments.
<i>Metal Products</i> — Structural steel factory workers, Burnaby, B.C.	2	50	800	Commenced August 21, 1947; for new agreements providing for increased wages, additional union security and other changes; terminated January 30; negotiations; compromise.
CONSTRUCTION— <i>Buildings and Structures</i> — Electricians, Montreal, P.Q.	1	80	700	Commenced December 22, 1947; for a union agreement providing for increased wages and other changes; terminated January 12; negotiations; compromise, increase in wages pending negotiations for union agreement.
TRANSPORTATION— <i>Water</i> — Ships' officers and seamen, Halifax, N. S., and British Columbia Ports.	5	40	100	Commenced December 22, 1947; for new agreements providing for increased wages and other changes, and dispute over carrying arms to China; terminated January 5; return of workers; indefinite.
Strikes and Lockouts Commencing during January, 1948				
MINING— Asbestos miners, Thetford Mines and Black Lake, P.Q.	6	2,000	5,350	Commenced January 7; alleged delay in negotiations for new agreements providing for increased wages, union security, two weeks' vacations with pay, etc.; terminated January 9; conciliation, provincial; compromise.
Coal miners, Alberta and British Columbia.	.....	9,000	117,000	Commenced January 13; for a new agreement providing for increased wages and other changes; untermiated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING JANUARY, 1948 (1)—Concluded

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts Commencing during January, 1948—Cont.				
MANUFACTURING—				
<i>Rubber and Its Products—</i>				
Tire factory workers, press room and tire cure department, Kitchener, Ont.	1	(4) 150	1,150	Commenced January 8; alleged inability to maintain earnings on tire-curing standards established Nov. 17-47; terminated January 16; conciliation, provincial, followed by negotiations and possible reference to arbitration; indefinite.
<i>Textiles, Clothing, etc.—</i>				
Braid, elastic and hosiery factory workers, Lansing, Ont.	1	43	450	Commenced January 19; alleged discrimination in dismissal of workers following application for certification of union as bargaining agency; terminated January 31; return of workers pending reference to conciliation board; indefinite.
Canvas products factory workers, Toronto, Ont.	1	23	215	Commenced January 20; for a union agreement providing for increased wages, reduced hours, union security, etc., and alleged discrimination in dismissal of two workers; un-terminated.
<i>Metal Products—</i>				
Foundry workers, moulders, Sackville, N.B.	1	(5) 65	130	Commenced January 6; protesting lay-off physically unfit worker; terminated January 7; return of workers; in favour of employer.
Electrical apparatus factory workers, Aurora, Ont.	1	40	140	Commenced January 6; for increased wages; terminated January 10; conciliation, provincial; compromise.
Farm implement factory workers, Victoriaville, P.Q.	1	50	400	Commenced January 23; for implementation of award of arbitration board providing for increased wages, reduced hours and other changes, in renewal of agreement which expired June 27-47; un-terminated.
TRADE—				
Seed packers, Brandon, Man.	1	65	675	Commenced January 20; for a new agreement providing for increased wages and changes in working conditions; un-terminated.
Ice cutters and handlers, Saskatoon, Sask.	1	75	185	Commenced January 24; for reduction of probationary period for new employees from 90 to 30 days; terminated January 27; negotiations; in favour of workers.
Garage and service station workers, St. Stephen, N.B.	9	40	280	Commenced January 24; for union agreements providing for increased wages, reduced hours, etc., as recommended by conciliation board; un-terminated.
SERVICE—				
<i>Business and Personal—</i>				
Restaurant workers, Edmonton, Alta.	2	34	225	Commenced January 16; for implementation of award of arbitration board providing for increased wages and reduced hours in new agreements under negotiations; terminated January 26; negotiations; in favour of workers.

(1) Preliminary data based where possible on direct reports from parties concerned; in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 22 indirectly affected; (4) 650 indirectly affected; (5) 83 indirectly affected.

H—Industrial Accidents

TABLE H-1. FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FOURTH QUARTER OF 1947 BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
Prime movers (engines, shafting, belts, etc.).....		1				1							2
Working machines.....					3	3		1				1	8
Hoisting apparatus (elevators, conveyors, etc.).....				4	3								7
Dangerous substances (steam, electricity, flames, explosions, etc.).....	1	1		5	11	2	7	3	2		4		36
Striking against or being struck by objects.....					6	1	1		1				9
Falling objects.....	1	17		5	4	3	1						31
Handling of objects.....	1	5											6
Tools.....			1										1
Moving trains, vehicles, watercraft, etc.....	12	7	4	2	4	8		35	6		14	3	95
Animals.....	4												4
Falls of persons.....	5	5		10	10	19	1	5	3	1	9		68
Other causes (industrial diseases, infections, lightning, cave-ins, etc.).....	2	1	1	8	13	7		3	2	1	8		46
Total, fourth quarter—1947.....	26	37	6	34	54	44	9	48	14	2	36	3	313
Total, fourth quarter—1946.....	26	49	6	37	84	42	2	76	10	2	23		357

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA AND THE PROVINCES DURING THE FOURTH QUARTER OF 1947 BY INDUSTRIES

INDUSTRY	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....		1	1	2	13	2	1	5	1		26
Logging.....		1	1	1	17			2	15		37
Fishing and Trapping.....		1	2						3		6
Mining, Non-ferrous Smelting and Quarrying.....		1		8	17			3	5		34
Manufacturing.....		5		6	24			1	18		54
Construction.....		3	1	8	23	1		1	7		44
Electricity, Gas, and Water Production and Supply.....			1	3	1	2	1		1		9
Transportation and Public Utilities.....			2	14	15	3	1	4	9		48
Trade.....				1	6			1	6		14
Finance.....						1			1		2
Service.....		4	1	3	13	4	4	3	4		36
Unclassified.....					1				2		3
Total.....		16	9	46	130	13	7	20	72		313

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The Labour Month in Brief

The months of January and February saw a further increase in unemployment, but this was mainly seasonal in character and was expected to dissolve by April or early May. The number of unplaced applicants registered for work at National Employment Service offices reached the 200,000 mark, a total slightly in excess of the 1947 high, but had begun to decline by mid-March.

Aside from seasonal influences, which particularly affected agricultural and construction employment, shortages of gas and electric power had forced a large number of lay-offs in the southern industrial areas of Ontario. In addition, more women were looking for jobs, a considerable number of whom were married. Geographically, unemployment was most noticeable in the Pacific and Maritime regions.

Nevertheless employment levels were considerably higher than those of the comparable period in 1947 and were in fact at the highest point on record for the time of year. The previously understaffed mining, logging and service industries had received an influx of workers. And a survey of key industrial firms, undertaken by the Department of Labour and covering the first six months of 1948, indicated that the over-all expansion in employment was expected to continue.

Employment

The two charts at the top of the opposite page, dealing with "industrial employment" and "unplaced applicants", illustrate the current seasonal decline in employment.

The index of industrial employment, prepared by the Dominion Bureau of Statistics on the basis of returns from leading industrial employers, dropped to 127.2 on January 1, 1948, having stood at 130.9 the previous month. A further loss of 2.1 per cent occurred at February 1,

according to information received too late for inclusion in the chart. In most provinces, the trend in manufacturing was upward, but there were substantial reductions in many of the non-manufacturing classes, notably logging, construction and trade. As compared with February 1 last year, the general index numbers of employment were higher in all provinces except Alberta, where the strike in coal mining particularly affected the situation.

The number of claimants for unemployment insurance rose rapidly during January to total 131,000 at January 31, representing an increase of 36,000 and 27,000 respectively over the previous month and year. The yearly gain, however, reflected the increased number of ex-service men eligible for unemployment insurance. Conversely, the number of claimants for "out-of-work" benefit, a temporary DVA payment to unemployed veterans, dropped from 34,000 to 3,000 during the year. This substantiated the assumption that over-all unemployment at the end of January was below that of 1947.

Industrial Relations

During 1947 the predominant cause of strikes was wages, 91 per cent of the time-loss occurring in disputes in which wages were an issue. In the great majority of wage disputes, however, other factors were also involved, such as union security, hours, vacations with pay, and other aspects of working conditions.

A wage dispute in the coal mines of Alberta and British Columbia accounted for most of the time lost during the first two months of 1948. Following a compromise settlement reached on February 17, work was resumed by February 23 at most of the mines in the two provinces.

Preliminary figures for February, 1948, show that 15 strikes took place, involving 11,082 workers, with a time loss of 140,945

man-working days, or .18 per cent of estimated working time. These figures approximated those for the previous month, and indicated somewhat less strike activity than in February, 1947.

In the field of federal jurisdiction, a strike began in the deepsea dry cargo shipping industry on March 3. Federal conciliation was in process in regard to the renewal of collective agreements in certain sections of the inland shipping industry, and in connection with wage demands and other matters in the railway industry, and the air transport industry.

Cost of Living

The Dominion Bureau of Statistics cost-of-living index (base 1935-39=100), rose from 148.3 on January 2 to 150.1 on February 2, 1948. The increase in this series between February, 1947 and February this year amounted to 22.3 points. From August, 1939 to February 2, 1948, the increase in the index was 48.9 per cent.

The increase over January 2 was equal to the average monthly advance recorded during the preceding 12 months, but slightly less than advances recorded in each of the past two months. More than half of the rise during January was attributable to the food index which mounted from 182.2 to 186.1. Seasonal declines in eggs and citrus fruits were heavily overbalanced by increases for meats, cereal foods, vegetables and other food groups.

Meat price averages on February 2 were down appreciably from levels indicated by a mid-January check-up. Lower prices for United States anthracite coal were responsible for the only group index decline, with fuel and light dropping fractionally from 120.4 to 120.1. Other group changes were as follows: clothing up from 161.2 to 165.1; home furnishings and services from 158.4 to 159.9; and miscellaneous items from 122.6 to 122.8. The rental index remained at 119.9.

Earnings

A steady advance in wages has characterized the employment scene during the major part of the post-war period. Average hourly earnings of hourly-rated workers in manufacturing have indicated an uninterrupted rise since January 1, 1946, with the one exception of a minor decline in the first month of that year. At January 1, 1948, average hourly earnings stood at 86.6 cents as against 85.5 cents and 76.2 cents one month and one year before respectively.

The effectiveness of the increase, however, was largely lost in the steady rise in the cost of living. Reflecting this, real earnings (earnings computed in relation to the cost of living) have remained relatively stable over the period. The index (av. 1946=100), which stood at 104.3 at January 1, 1948, was only .1 and .5 points respectively over that recorded in the previous month and year.

Labour Income

Total Canadian labour income in 1947, according to the first estimate by the Dominion Bureau of Statistics, amounted to \$6,111 million, about 18 per cent higher than the revised preliminary estimate of \$5,195 million for 1946. Larger sums were paid out in wages and salaries in 1947 in all but the agriculture and fishing industries.

Employment and average earnings were higher generally in 1947 than in 1946. The index of employment in nine leading industries averaged about nine per cent above 1946, while average weekly earnings were about 11 per cent higher. Less working time was lost in strikes in 1947 and this factor also contributed to the higher totals of labour income.

Agricultural employment, however, was lower in 1947 than in 1946, and labour income in this industry, in spite of generally higher farm wage rates, is estimated to be about \$21 million less than in the previous year. Payments of wages and salaries were also slightly lower in the fishing industry. The lower levels of labour income in these industries were affected by unfavourable spring weather conditions last year.

For the month of December last, Canadian labour income is estimated at \$541 million, which is \$12 million lower than the estimated total for November—highest for any month in 1947—but \$74 million or 16 per cent higher than the figure for December, 1946. The decline in labour income estimates from November to December was affected by the general slackening of industrial activity for the holiday season and the influence of winter weather, particularly upon construction and agriculture.

Production

The index of industrial production has during the last few months held close to a record peace-time level. The figure for January, 1948, was 178.0, as compared with 179.6 for December and 173.8 for January, 1947.

NOTES OF CURRENT INTEREST

Employment Nova Scotia residents Speaking in the House of Commons on February 17, in reply to a question from Mr. John Bracken, Leader of the Opposition, the Hon. Humphrey Mitchell, Minister of Labour, gave an outline of the movement of residents of Nova Scotia to work elsewhere in Canada. Under this program men out of work, and some women too, have been offered free transportation.

The Minister's statement was as follows:—

"A group movement plan was authorized in January, 1947, but most of the new placements were in the autumn months of that year. The total, men and women, was 2,642, of which 2,354 were men. Of these, 1,627 were transferred from Sydney, 341 from New Glasgow, 183 from Halifax, 175 from Amherst, 16 from Yarmouth, 6 from Bridgewater and 6 from Liverpool.

"Through the National Employment Service, 254 went to gold and base metal mines in northern Ontario,* 211 to a nickel refinery, 761 to farm implement plants; and the remainder were absorbed by foundries, paper mills, textile mills, other manufacturing and construction.

"Of the 288 women and girls transferred, 257 came from Sydney, 27 from New Glasgow and 4 from Amherst. They found work in shoe, textile, rubber, and food processing plants. Under this plan transportation and medical examination costs were paid by the Federal Government.

"In addition, jobs were found for residents of the Maritimes individually. It is estimated 1,200 men and women were thus referred to vacancies offered by employers elsewhere during 1947.

"There were other organized movements, largely confined to the east, with transportation paid by employers and workers.

"In the potato picking season, 600 New Brunswick residents were found jobs in Maine and 700 Nova Scotians were found jobs in Prince Edward Island. For apple picking, 1,500 Nova Scotians were registered and found jobs in the Annapolis valley; 200 New Brunswick residents were transferred to pea vining operations in

Maine. More than 400 woods workers were transferred from New Brunswick to Maine. This is a total of more than 3,400."

Unemployment insurance in cold weather lay-offs in Windsor The value of unemployment insurance was emphasized during the recent extreme cold snap in Windsor, Ontario, when hundreds of workers became idle due to the enforced closing of various plants, Hon. Humphrey Mitchell, Minister of Labour, stated on February 23.

Unemployment insurance averaging \$20,000 daily was paid out by the Unemployment Insurance Commission in Windsor during 11 days of the cold weather lay-offs.

The daily average for that city for the previous 11 days, before the extreme cold set in, was only \$6,400, Mr. Mitchell pointed out.

Wages cause of most strikes in 1947 The annual report on strikes and lockouts, giving detailed information and statistics on the strikes and lockouts in Canada during 1947, together with historical data and statistics on disputes in other countries, will this year not be published in the *LABOUR GAZETTE* but will be issued as a supplement. Copies will be mailed to all subscribers.

The report indicates that the predominant cause of strikes in 1947 was wages, 91 per cent of the time loss occurring in disputes in which wages was an issue. In the great majority of wage disputes, however, other factors were also involved, such as union security, hours, vacations with pay, and other aspects of working conditions.

Workers won their strike objective in 64 cases, and lost in 58. In 89 disputes, including those which caused by far the greatest time loss, the outcome was a compromise or the workers were partially successful. Strikes whose outcome was indefinite, or which were unterminated at the end of the year, numbered 25. There were 236 strikes or lockouts during the year.

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During 1947 time loss from strikes was about half what it was in the previous year, but exceeded any other year on record except 1919. When account is

* See elsewhere in this issue, p. 290.

taken, however, of the growth in employment and industrial activity in Canada, and time loss is calculated as a percentage of estimated total working time, the relative importance of strike activity in 1947 is seen to have been approached or exceeded in a number of previous years.

Time loss in 1947 was 2,397,340 days, or about a quarter of one per cent of estimated working time. Averaged over all wage and salary workers in Canada, the loss was about three-quarters of a day per worker. The average loss per worker actually involved in a strike was 23 days.

Damages awarded against officers of Vancouver Typographical Union

The Southam Company, publishers of *The Vancouver Province* and other newspapers, were awarded \$10,000 damages and costs against six officers of Local 226 of the International Typographical Union in a judgment given on February 18 in the British

Columbia Supreme Court. The strike of the union was declared to be an illegal strike as well as a conspiracy on the part of the union members.

A summary of the judgment appears elsewhere in this issue in the article *Legal Decisions Affecting Labour*.

Ontario plans to adopt new federal labour code

Assurance that Ontario is planning to adopt the proposed Dominion "labour code" was given by Hon. Charles Daley, Minister of Labour for Ontario, in a

broadcast speech on February 24. A Bill embodying the code, similar to Bill 338 introduced at the last session, is to be introduced in the House of Commons during its present session.

Mr. Daley stated that "at the coming session of the Ontario Legislature a Bill will be introduced, which, if passed, will enable the necessary administrative arrangements to be made and the Dominion code to be applied to all (Ontario) provincial works, undertakings, or businesses strictly within the provincial field."

The Minister continued: "The Ontario Government has stated on more than one occasion that it believes in uniform laws governing labour relations and demonstrated this belief, in a practical way, when it passed a provincial Act making the wartime labour code of the Dominion Government applicable to all Ontario industry. . . . It also provided that this

code would remain in force until repealed, and for that reason it is still in force. . . ."

Industrial Relations Conference at Laval

Proceedings of the second Industrial Relations Conference of Laval University, held in April, 1947, have been published by the University under the title *Securité Syndicale* (Union Security).

More than 300 persons attended the two-day Conference, including employers, representatives of employer organizations, unions and joint committees, professionals, clergymen, government officials, and students. The report contains the text of the various addresses.

The third Industrial Relations Conference has been announced for April 19 and 20 at Quebec. The general subject will be "Forms of Worker-Employer Collaboration."

Health of industrial workers promoted by Health Division

Of special interest and value to both management and labour is the work of the Industrial Health Division of the Department of National Health and Welfare. The Second Annual Report of

that Department for the fiscal year ending March 31, 1947, which was issued recently, contains an outline of the activities of the Division.

In general, it co-operates with the provincial health authorities in co-ordinating official activities designed to preserve and improve the health of Canadian workers. It also carries out investigational, research and educational work relating to the health of industrial workers. To discharge these functions, the Division maintains medical, nursing and laboratory staffs in Ottawa and, in addition, three laboratories for the study of industrial health problems in the field at Edmonton, Regina and Halifax.

Research studies are carried out in the laboratories into many industrial conditions that affect the health of workers, and every effort made to ascertain and apply the latest remedial techniques. For example, in 1946-47 extended studies were made of the incidence of silicosis among foundry workers and stone-cutters in Nova Scotia and New Brunswick and among coal miners in Alberta.

Not only does the Division conduct such scientific investigations, but it keeps in close touch with similar work being done in other countries. It holds mem-

bership on a number of national and international committees and associations that deal with the various phases of industrial health.

Thus, through its research and investigatory work, the Division has become a focal centre for information on the latest advances in the science of industrial health. This information, after it has been collected and classified, forms the basis for its educational work. Booklets and posters dealing with various phases of occupational diseases are published from time to time—some of them in collaboration with provincial organizations—and distributed widely by provincial Health Departments. In addition, the Division issues the monthly publication, *Industrial Health Bulletin*, of which 25,000 copies in English and 10,000 in French are distributed in Canada and abroad. It is supplied to all Canadian establishments having over 15 employees, to 2,000 trade union locals, as well as to professional agencies and other interested bodies.

Applications for copies of the Annual Report of the Department of National Health and Welfare should be addressed to the King's Printer, Ottawa.

Machine for analyzing dust installed in Health Department

A new machine for studying dust in the air and analyzing its composition has been devised to protect the health of men working in mines and foundries and is currently being installed in the industrial health laboratory of the Department of National Health and Welfare here.

Announcement of the purchase of the new apparatus, known as a geiger-counter X-ray spectrometer, was made in February by Hon. Paul Martin, Minister of National Health and Welfare. Only four other similar machines are in use in Canada, Mr. Martin said, and it is expected that installation of the spectrometer in the Ottawa laboratory will greatly extend protective health measures against diseases caused by silicosis-producing material in the air.

By means of X-rays the spectrometer not only detects the presence of silica in any given sample of dust but measures the quantity of it in a fraction of the time formerly required. Earlier types of diffraction units showed the presence of silica but the exact percentage could be worked out only by using additional complex equipment or methods.

The new apparatus will greatly increase the industrial health laboratory's capacity to do analyses of dust and quickly to assess the safety from the health standpoint of factories and mines where silicosis-producing material may be present in the air.

The spectrometer will be available to industry through the provincial health departments.

Increase in cost of commodities used by farmers

The Dominion Bureau of Statistics index of the cost of commodities and services used by farmers has increased by almost 70 per cent since 1939, standing at 168.5 in January, 1948 (base 1935-39=100). The rise since January, 1947, was 26.7 points.

Components of the index stood at the following levels: equipment and materials, 167.5; tax and interest rates, 116.4; farm wage rates, 303.1; farm family living costs, 155.2.

Cash returns received by Canadian farmers from the sale of farm products in 1947 reached an all-time high record of \$1,990,600,000, an increase of \$237,900,000 over the revised figure of \$1,752,700,000 for 1946, according to the Dominion Bureau of Statistics. When compared with the previously recorded high of \$1,829,000,000 in 1944, the 1947 cash income showed an increase of \$161,600,000, or 8.8 per cent. Including supplementary payments—payments made under the Wheat Acreage Reduction Act, the Prairie Farm Assistance Act and the Prairie Farm Income Act—cash receipts in 1947 amounted to \$2,002,200,000 as compared with \$1,769,600,000 in 1946.

New monthly statistical review issued by D.B.S.

The first issue of the *Canadian Statistical Review* has been released for distribution by the Dominion Bureau of Statistics. Successor to the *Monthly Review of Business Statistics*, which has been published without interruption since 1926, the new *Review* provides a comprehensive presentation of current Canadian statistics in attractive and readable form. Economic factors are reviewed in great detail and cover such fields as labour, income and earnings, prices, fuel and power, mining, manufacturing, construction, food and agriculture, domestic and external trade, transportation and finance.

With the change in name to the *Canadian Statistical Review*, considerable

changes have been made in the format. A larger page permits the statistics to be better spaced and to be printed in more readable type. It allows, too, for the inclusion of longer tables, and advantage has been taken of this to show monthly figures for the past twenty-four months and the monthly averages for the immediate past 10 years and for two or three important years before that, wherever this material is available.

Statistics contained in the new *Review* are to a large extent the same as in the old, but the tables have been considerably re-arranged to give unity to each section. There is an introductory group of tables which contains a selection of significant economic statistics for Canada, the United States and the United Kingdom. Some comparison is thus provided between developments in Canada and those in the two countries which have the greatest influence on our economy.

In the *Review* the proportion of explanatory text is being somewhat increased. The leading article discussing economic conditions in the current month, which has regularly appeared in the *Monthly Review of Business Statistics*, will be continued. It will review the highlights as shown in the recent statistics, giving some background and reference to developments in other countries where this is relevant, and will be augmented by a number of graphic charts.

A new feature will be an article which each month will discuss one particular series or field of statistics. It will describe in non-technical language and non-technical concepts how these statistics are compiled, their limitations and their usefulness. In other words, it will aim to give the layman, month by month, a good description of the statistics contained in the *Review* so that he may know how best to use and apply them. The first of these articles will appear in the next issue of the *Review*, and will discuss the Cost-of-Living Index.

In order to reduce still further the time lag between the preparation of the statistics and their publication, which is inevitable in a monthly review, there will be issued a *Weekly Supplement* which will carry the latest monthly figures as soon as they are available. This supplement will be sent to all subscribers to the *Review*.

As the principal current statistical publication of the Bureau, the *Canadian Statistical Review* is designed to cover as widely as possible the general needs of

statistical users. It cannot, in many cases, cater to the more detailed requirements of those closely interested in a particular industry or economic activity. Such information, however, can be obtained from the other more specialized publications of the Bureau, of which there are 434 regularly issued.

Subscription price for this publication is \$3 a year with single copies at 35 cents each. Subscription orders, accompanied by remittances payable to the Receiver General of Canada, should be addressed to the King's Printer, Ottawa.

All but five of the **Conference of American State Labour Department officials** American State Labour Departments were represented at the Secretary of Labour's annual Conference on State Legislation held in Washington on December 9 and 10. In addition, officers of State AFL and CIO organizations, railroad brotherhoods and independent unions attended.

For the first time a discussion of the International Labour Organization was added to the agenda which included: safety and health, workmen's compensation, strengthening State labour departments; wages and hours, minimum wages, industrial homework; child labour and youth employment; and State industrial relations. A number of committees were set up to deal with special topics and their recommendations were presented to the Conference for consideration.

The Conference recommended that the federal department carry out a program through which accurate information concerning the activities of the ILO would be furnished State Departments as well as the public, and the relation of ILO standards to State laws clearly set out.

It was also urged that measures should be administered by State Labour Departments concerning the following: unemployment and health insurance for all workers; minimum-wage and maximum-hour standards covering everyone in industry; adequate standards to prevent child labour and protect young workers; provision for public employment agencies and regulation of private employment agencies; the right of workers to organize and bargain without fear of discrimination or coercion. The Conference advocated, too, the establishment of State bureaus of labour statistics.

Regarding industrial relations, the repeal of all "restrictive" labour legislation,

"detrimental to the rights of organized workers," was recommended. The Secretary of Labour, Mr. Schwellenbach, said that some 30 States passed legislation of this nature in 1947.

The Conference recommended a 16-year minimum age for all employment during school hours, and at all times in manufacturing and mechanical establishments. It urged the States to provide legislation placing upon employers the responsibility for providing safe and healthful workplaces, to adopt State-wide safety programs, and to ensure adequate training for factory inspectors.

From the reports of the six committees many recommendations were adopted: a minimum wage of at least 75 cents an hour under the federal Fair Labour Standards Act; enactment of State minimum wage laws to cover workers not covered by the Fair Labour Standards Act, that is, those not producing or shipping goods for interstate commerce; no wage differential on the ground of age, sex, or race; elimination of industrial home-work.

Unions indicted for violating ban on political expenditures

Philip Murray, President of the Congress of Industrial Organizations, and the CIO itself, were indicted in Federal Grand Jury during February on charges of violating the Taft-Hartley Act's ban on expenditures for political purposes in connection with elections for federal office.

The CIO and Mr. Murray were charged with illegal campaigning for a candidate who ran in a special congressional election last summer in Baltimore. Mr. Murray said he had deliberately urged support of this candidate in a front-page statement in the *CIO News* in order to test the constitutionality of the law.

On arraignment, Mr. Murray pleaded not guilty on his own behalf and that of the CIO. Trial of the case was scheduled to begin on March 22.

A similar Federal indictment, this time involving the American Federation of Labor, was issued on March 3 against Local 481 of the Brotherhood of Painters, Decorators and Paperhangers of Hartford, Connecticut, and its president, John R. O'Brien.

The union was accused of illegally using union funds to pay for a political advertisement in a newspaper and to buy radio time for a political broadcast. Union officials said that a test of the Act was

desired, and William Green, President of the AFL stated that the AFL would support the Hartford union.

Corporations as well as unions come under the ban on political expenditures, and it has been reported that the Federal Bureau of Investigation is studying several cases that may involve violation of this provision by banks and corporations. Furthermore, an official of the CIO has written to the Federal Communications Commission arguing that the right to editorialize by radio stations might be in violation of the Taft-Hartley Act.

U.S. State laws for equal pay for men and women

Nine American States have laws requiring the payment of the same wages for the same work to men and women. New Hampshire and Pennsylvania passed such legislation last year.

The others are New York, Massachusetts, Rhode Island, Michigan, Illinois, Montana and Washington.

The Illinois and New Hampshire Acts permit exceptions to be made where a union contract allows for differentials. The New York law prohibits wage discrimination against either sex, while the other States prohibit employers from paying women lower rates than those paid to males for similar employment. In Michigan and Illinois the laws apply only to manufacturing. All other laws apply generally, and in Montana, Pennsylvania, and Washington, no exceptions are allowed. Massachusetts and New York except from their Acts domestic service, farm work, and employment in certain non-profit-making organizations. Rhode Island and New Hampshire make somewhat similar exceptions.

Position of foremen under Taft- Hartley Act

The U.S. Supreme Court, by refusing in February to review a lower court decision, upheld the Taft-Hartley Act's provision that employers may not be required to recognize unions of supervisory employees. Under the Act supervisory employees may join unions but an employer is free to bargain with them or not, as he chooses.

The National Labour Relations Board has held, however, in a recent case involving foremen's bargaining rights, that an employer may demand his foremen to withdraw from a rank-and-file union. In this case, the union had charged the company with an unfair labour practice by

ordering two employees to withdraw from their local if they wanted promotion to foreman status. The Board, ordering dismissal of the charge, held that: "Conflicting obligations imposed upon a foreman by his position with the employer and by his obligations to the union create real and present dangers to the company, the union and the foreman himself from the active membership role required of all union members under present union obligations."

Foremen's relations program of Ford Motor Company

Publicity has been given in the U.S. press recently to a foremen's relations program undertaken by the Ford Motor Company several months ago. In May, 1947, the company terminated relations with the Foremen's Association of America on the grounds that unions of supervisory employees were "unsound in principle and unworkable in practice."

The Ford plan is designed to give an unequivocal definition of foreman responsibility, and to make foremen an integral part of management. A revised wage structure is being inaugurated, together with a shift differential plan, a new overtime policy and a new vacation policy. Managerial news letters, bulletins, supervisory dinner meetings and management development meetings are intended to keep foremen abreast of company information. Time clocks for foremen are eliminated; identification cards replace their metal badges; and each is being provided with a private desk and locker. Management relations representatives have been appointed to handle individual problems of foremen, and since November 1 have dealt with about 600 cases.

Group insurance as subject for collective bargaining

The question of whether group insurance should be subject to collective bargaining has been at issue recently at the General Motors Corporation in Detroit. In December the company announced its intention of introducing an insurance plan, but the union (the United Automobile Workers) objected to this action, since it wished such a plan to become the subject of collective bargaining.

The union filed charges with the National Labour Relations Board accusing the company of an unfair labour practice under the Taft-Hartley Act, in refusing to bargain on an insurance plan that had

previously been proposed by the union. The UAW had been asking the company since 1945 to discuss the terms of an insurance program. It claimed that the company's unilateral introduction of its own plan constituted a violation of an agreement, supplemental to the basic contract signed in March, 1947, which provided that the union's demand for a social security and retirement program would continue "as a subject for discussion and negotiation."

Late in January the National Labour Relations Board obtained a temporary order restraining the company from introducing its insurance plan. The court order prevented the company from putting the plan into effect as it applied to UAW members, until the NLRB had acted on the charges. The company announced that its plan would be suspended except for employees who were not members of the UAW, and for these employees it would become operative on February 1.

Court decision on merit increases

Merit increases as a subject for collective bargaining formed the basis for a court decision recently when the United States Circuit Court of Appeals at Cincinnati ruled, in effect, that an employer who refuses to deal with a union on merit increases is guilty of refusal to bargain collectively. The court's decision sustained a ruling of the National Labour Relations Board.

In the court's opinion, merit increases are part of the general wage structure, which is legally a subject for collective bargaining.

Special survey indicates drop in U.S. food prices

A special survey undertaken by the U.S. Bureau of Labour Statistics indicated that food prices to consumers dropped 3 to 4 per cent in large cities during the first two weeks of February when a break occurred in the prices of grain and certain other agricultural commodities.

The survey was based on the average prices of twenty representative foods in twelve major cities on February 17. The results were announced on February 21, but were stated to be subject to revision when the official consumers price index covering a larger number of items was issued.

According to the official index for mid-January, the prices of consumer goods to

moderate-income families rose to a record high level of 168·8 per cent of the 1935-39 average. Shortly afterwards the break in food prices occurred.

Commenting on the results of the special survey, Mr. Ewan Clague, Commissioner of Labour Statistics, said: "There has not yet been time for a clear trend of retail prices as a whole to emerge. Even in foods which have declined on the average, the important declines have centered in a few foodstuffs and some have even increased." He said that outside the agricultural commodity markets there had been no appreciable drop in prices of commodities traded or organized exchanges. In fact, he added, manufacturers' latest reports indicate a continued rise into February in the prices of such commodities as coal and petroleum, lumber and cement, woollen goods and steel products.

**Textbook
of labour-
management
training
school**

Reference was made in the April, 1947, issue of the *LABOUR GAZETTE* (p. 490) to the training program at Botany Mills, Inc., Passaic, New Jersey. The scheme is sponsored jointly

by the company and the Textile Workers Union of America (CIO). Under its provisions, a joint training school in labour-management relations began classes in September, 1946, from which 381 employees were graduated in May representing all stages of authority from assistant superintendents to section hands and from shop chairmen to shop stewards of the union. A second group of employees began the course last fall.

The company has recently issued the textbook of the course under the title *The Botany Plan*. Copies are being made available to interested executives of industrial organizations, labour leaders and educators.

**Foundry
regulations
in New
South Wales**

Further regulations to ensure the safety and health of employees in foundry operations are published in *The New South Wales Industrial*

Gazette, September, 1947.

The existing regulations are concerned with controlling conditions in moulding and casting (L.G., 1945, p. 1832). The new provisions cover blasting operations (the cleaning or smoothing of castings by a jet of abrasive propelled by compressed air or steam or by a wheel) and asso-

ciated work like glazing, grinding, etc. They are intended to lessen the danger from silica dust.

No sand or other substance containing free silica may be introduced as an abrasive into any blasting apparatus. However, where the Chief Inspector is satisfied that the use of such substances is necessary for a particular manufacture or process, he may, by certificate, exempt absolutely or conditionally such factories from this prohibition.

Material containing free silica may not be used as a constituent of steel-moulding compositions when sufficient quantities of suitable alternative non-siliceous materials are available. Parting and facing powders containing free silica may not be used, nor may paint containing free silica be used on the surfaces of moulds or cores. Where special conditions of work prevail or where the regulations would be impracticable or inappropriate, the Chief Inspector may, by certificate, wholly or conditionally exempt factories from the application of any of the regulations.

Blasting must be done in an enclosure which must be kept in good condition, with adequate ventilation facilities. Dust arrestors are to be provided in order to collect dust from the exhaust air and from the cleaning process in the recovery of the abrasive. Suitable pressure helmets, gauntlets and overall suits must be worn by all persons employed in blasting or in cleaning within the blasting enclosure. Stipulations are made regarding cleaning apparatus and storage accommodation. Other detailed requirements are set forth.

Persons under 18 years of age must not be employed in blasting or in any other work in the blasting enclosure. Nor are they permitted to work within 20 feet of any blasting enclosure where blasting is carried on by means of compressed air or steam.

Adequate appliances for intercepting dust must be used in grinding or glazing operations. Precautions are required in other operations so as to minimize the dust in circulation. General requirements are also laid down for separately storing dusty material, for regularly removing accumulations of dust from superstructures, etc. and for keeping floors in proper condition.

No person may instal blasting chambers or equipment necessary for them without first obtaining the approval of the Chief Inspector of Factories of the plans and specifications of the proposed installation.

**World
economic
situation
appraised
by UN**

Rapid recovery and reconstruction marked the first twelve to eighteen months following the end of the war. But since then, economic progress has been retarded so much, in so many countries, "that the year 1947 must be put down as one of frustrated hopes."

This, in brief, is the conclusion reached in a 350-page *Economic Report: Salient Features of the World Economic Situation, 1945-47*, submitted to the sixth session of the Economic and Social Council of the United Nations.

Prepared by the Department of Economic Affairs of the UN Secretariat, the Report makes use of charts and 110 statistical tables in presenting a picture of the world's crucial economic problems.

The complexity of the problems surveyed is reflected in the structure of the report. Part I presents a broad survey of the world economic situation, emphasizing the developments during the last two years which have been, and will continue to be, of fundamental importance in economic relations. This part is supplemented from two standpoints in succeeding parts: in part II, reports are presented on the economic affairs of the main regions of the world; while in part III certain outstanding economic problems, such as the world food situation, the European coal situation, and the world manpower problems, are singled out for separate and fuller treatment.

Surveying first the world supply situation, the Report says that, in 1947, the world was producing as much coal, steel, and rubber as it did in 1937, and, during the decade, there was a vast expansion in the output of electric power. But the production of pig iron, lead, and tin lagged behind pre-war levels.

But the most serious set-back, the Report points out, was in food production. In 1947, the world produced 7 per cent less food than it did ten years before and there were 200,000,000 more people to feed. As a result the food situation in 1947 was as critical as at any time since the end of the war. Nor is this picture likely to change until the 1948 crops are harvested. It is expected that the per capita food consumption in general will be nearly 10

per cent below pre-war levels, while the per capita output of bread grains and rice will be thirteen per cent below the 1934-38 average.

To improve, or at least maintain, present levels of production, the Report continues, it is urgent to get rid of bottlenecks. In Europe, the coal shortage is one of the chief obstacles to industrial recovery. India and China also require increased coal production. Shortages of steel and timber are widespread.

As to the labour situation, various parts of the world now suffer from serious shortage and all countries lack many types of skilled workers. In Europe, acute shortages of manpower, particularly of coal miners and other skilled workers, are slowing down reconstruction. Furthermore, the general efficiency of labour has suffered because skilled and professional workers were lost through German action in occupied countries, and the younger generation was deprived of training during the war.

The Report records the encouraging fact that by the middle of 1947 European railways were carrying more freight than before the war, even though they were doing so at the cost of overtaxing equipment. But in the Far East, transport recovery has been slower.

Among the chief obstacles to the expansion of food production are shortages of fertilizers, machinery, other farm equipment, and draft power. The loss of this power has added to the relative shortage of labour by requiring more hand labour than before the war to produce the same quantity of food.

The Report states that "overcoming these shortages will require strenuous and heroic efforts on the part of the deficit countries themselves, and a concentration of energies in each country on the activities which are crucial in its reconstruction or development, and these involve not only increased production, but also important fiscal, monetary, and economic policies designed to check inflation." Having shown the extent of the present world economic maladjustments, the Report concludes by presenting in part IV summaries of the activities of the United Nations and its specialized agencies in seeking remedies and solutions to these maladjustments.

DRAFT INTERNATIONAL DECLARATION ON HUMAN RIGHTS

Among the human rights which it is proposed shall be set forth in a formal declaration by the United Nations are some which are of special interest to labour—including the right to work, to receive just pay, to join trade unions, to be protected by social security measures, and to enjoy rest and leisure and paid vacations.

After two weeks of intensive work in Geneva, the United Nations Commission on Human Rights adopted on December 16 the drafts of an International Declaration on Human Rights, and a corresponding Convention. These have now been submitted to all Member nations for their observations, suggestions, and proposals.

Redrafted, if necessary, in the light of these comments, the documents will be considered again by the Commission. They will then go to the Economic and Social Council and as approved by the Council will be submitted to the General Assembly at its next session in September, 1948.

The text of the draft declaration is reproduced below in full.

Article 1

All men are born free and equal in dignity and rights. They are endowed by nature with reason and conscience, and should act towards one another like brothers.

Article 2

In the exercise of his rights, everyone is limited by the rights of others and by the just requirements of the democratic state. The individual owes duties to society through which he is enabled to develop his spirit, mind, and body in wider freedom.

Article 3

1. Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race (which includes colour), sex, language, religion, political or other opinion, property status, or national or social origin.

2. All are equal before the law regardless of office or status and entitled to equal protection of the law against any arbitrary discrimination or against any incitement to such discrimination in violation of this Declaration.

Article 4

Everyone has the right to life, to liberty and security of person.

Article 5

No one shall be deprived of his personal liberty or kept in custody except in cases prescribed by law and after due process. Everyone placed under arrest or detention shall have the right to immediate judicial determination of the legality of any detention to which he may be subject and to trial within a reasonable time or to release.

Article 6

Everyone shall have access to independent and impartial tribunals in the determination of any criminal charge against him and of his rights and obligations. He shall be entitled to a fair hearing of his case and to have the aid of a qualified representative of his own choice, and if he appears in person to have the procedure explained to him in a manner in which he can understand it and to use a language which he can speak.

Article 7

1. Any person is presumed to be innocent until proved guilty. No one shall be convicted or punished for crime or other offence except after fair public trial at which he has been given all guarantees necessary for his defence. No person shall be held guilty of any offence on account of any act or omission which did not constitute such an offence when it was committed, nor shall he be liable to any greater punishment than that prescribed for such offence by the law in force at the time when the offence was committed.

2. Nothing in this article shall prejudice the trial and punishment of any person for the commission of any act which, at the

time it was committed was criminal according to the general principles of law recognized by civilized nations.

3. No one shall be subjected to torture, or to cruel or inhuman punishment or indignity.

Article 3

Slavery, in all its forms, being inconsistent with the dignity of man, shall be prohibited by law.

Article 9

Everyone shall be entitled to protection under law from unreasonable interference with his reputation, his privacy, and his family. His home and correspondence shall be inviolable.

Article 10

1. Subject to any general law not contrary to the purposes and principles of the United Nations Charter and adopted for specific reasons of security or in the general interest, there shall be liberty of movement and free choice of residence within the borders of each state.

2. Individuals shall have the right to leave their own country and, if they so desire, to acquire the nationality of any country willing to grant it.

Article 11

Everyone shall have the right to seek and be granted asylum from persecution. This right will not be accorded to criminals nor those whose acts are contrary to the principles and aims of the United Nations.

Article 12

Everyone has the right everywhere in the world to recognition as a person before the law and to the enjoyment of fundamental civil rights.

Article 13

1. The family deriving from marriage is the natural and fundamental unit of society. Men and women shall have the same freedom to contract marriage in accordance with the law.

2. Marriage and the family shall be protected by the state and society.

Article 14

1. Everyone has the right to own property in conformity with the laws of the state in which such property is located.

2. No one shall be arbitrarily deprived of his property.

Article 15

Everyone has the right to a nationality.

All persons who do not enjoy the protection of any government shall be placed under the protection of the United Nations. This protection shall not be accorded to criminals nor those whose acts are contrary to the principles and aims of the United Nations.

Article 16

1. Individual freedom of thought and conscience to hold and change beliefs is an absolute and sacred right.

2. Every person has the right, either alone or in community with other persons of like mind and in public or private, to manifest his beliefs in worship, observance, teaching, and practice.

[Concerning the following two Articles, 17 and 18, the Commission decided not to elaborate a final text until it had before it the views of the Sub-Commission on Freedom of Information and of the Press and of the International Conference on Freedom of Information.]

[Article 17]

[1. Everyone is free to express and impart opinions, or to receive and seek information and the opinion of others from sources wherever situated.]

[2. No person may be interfered with on account of his opinions.]

[Article 18]

[There shall be freedom of expression either by word, in writing, in the press, in books, or by visual, auditive, or other means. There shall be equal access to all channels of communication.]

Article 19

Everyone has the right to freedom of peaceful assembly and to participate in local, national, and international associations for purposes of a political, economic, religious, social, cultural, trade union, or any other character, not inconsistent with this Declaration.

Article 20

Everyone has the right, either individually, or in association with others, to petition or to communicate with the public authorities of the state of which he is a national or in which he resides or with the United Nations.

Article 21

Everyone, without discrimination, has the right to take an effective part in the government of his country. The State shall conform to the will of the people as manifested by elections which shall be periodic, free, fair and by secret ballot.

Article 22

Everyone shall have equal opportunity to engage in public employment and to hold public office in the State of which he is a citizen or a national. Access to public employment shall not be a matter of privilege or favour.

Article 23

1. Everyone has the right to work.

2. The State has a duty to take such measures as may be within its powers to ensure that all persons ordinarily resident in its territory have an opportunity for useful work.

3. The State is bound to take all necessary steps to prevent unemployment.

Article 24

1. Everyone has the right to receive pay commensurate with his ability and skill, to work under just and favourable conditions, and to join trade unions for the protection of his interests in securing a decent standard of living for himself and his family.

2. Women shall work with the same advantages as men and receive pay for equal work.

Article 25

Everyone, without distinction as to economic and social conditions, has the right to the preservation of his health through the highest standards of food, clothing, housing, and medical care which the resources of the State and community can provide. The responsibility of the State and community for the health and safety of its people can be fulfilled only by provision of adequate health and social measures.

Article 26

1. Everyone has the right to social security. The State has a duty to maintain or ensure the maintenance of comprehensive measures for the security of the individual against the consequences of unemployment, disability, old age, and all other loss of livelihood for reasons beyond his control.

2. Motherhood shall be granted special care and assistance. Children are similarly entitled to special care and assistance.

Article 27

Everyone has the right to education. Fundamental education shall be free and compulsory. There shall be equal access for higher education as can be provided by the State or community on the basis of merit and without distinction as to race, sex, language, religion, social standing, financial means, or political affiliation.

Article 28

Education will be directed to the full intellectual, physical, moral, and spiritual development of the human personality, to the strengthening of respect for human rights and fundamental freedoms and to the combating of the spirit of intolerance and hatred against other nations or racial or religious groups everywhere.

Article 29

1. Everyone has the right to rest and leisure.

2. Rest and leisure should be ensured to everyone by laws or contracts providing in particular for reasonable limitations on working hours and for periodic vacations with pay.

Article 30

Everyone has the right to participate in the cultural life of the community, to enjoy the arts, and to share in the benefits that result from scientific discoveries.

[Article 31]

[The Commission did not take a decision on the two texts reproduced below, but submits both for consideration.]

[Text proposed by the Drafting Committee:]

[In States inhabited by a substantial number of persons of a race, language, or religion other than those of the majority of the population, persons belonging to such ethnic, linguistic, or religious minorities shall have the right, as far as compatible with public order, to establish and maintain schools and cultural or religious institutions, and to use their own language in the press, in public assembly, and before the courts and other authorities of the State.]

[Text proposed by the Sub-Commission on the Prevention of Discrimination and the Protection of Minorities:]

[In States inhabited by well-defined ethnic, linguistic, or religious groups which are clearly distinguished from the rest of the population, and which want to be accorded differential treatment, persons belonging to such groups shall have the right, as far as is compatible with public order and security, to establish and maintain their schools and cultural or religious institutions, and to use their own language and script in the press, in public assembly, and before the courts and other authorities of the State, if they so choose.]

Article 32

All laws in any State shall be in conformity with the purposes and principles of the United Nations as embodied in the Charter, in so far as they deal with human rights.

Article 33

Nothing in this Declaration shall be considered to recognize the right of any State or person to engage in any activity aimed at the destruction of any of the rights and freedoms prescribed herein.

LEGISLATIVE PROPOSALS OF LABOUR ORGANIZATIONS

In replying to the submissions of delegations from the labour congresses, the Prime Minister, Rt. Hon. W. L. Mackenzie King, who has initiated much of Canada's labour legislation, referred to his approaching retirement and his continuing interest in the progress of labour thus:—

"It gives me a feeling of deep regret that the time is coming to change the order of one's life. . . . I appreciate the goodwill of those whose life interests have coincided with mine. I went into politics to improve the condition of the working classes, and when I retire the interests of the working classes will not be forgotten."

Following a traditional pattern, representatives of Canada's major labour organizations appeared before the Government early in March and submitted their proposals in regard to labour legislation and related matters.

A subject of major concern to the labour delegations was the rising cost of living. The Government's proposed new labour relations legislation was favourably commented on by the Trades and Labour Congress, but the Canadian Congress of Labour urged the adoption of a labour code on a national basis, and submitted its own proposals in the form of a draft bill.

The Government's immigration policy was for the most part in accordance with the wishes of both the TLC, the CCL and the Railway Brotherhoods; the Canadian and Catholic Confederation of Labour,

however, expressed the opinion that too many immigrants were being admitted.

The need for more housing at a lower cost was strongly urged in all the briefs. Higher income tax exemptions were also sought. The various delegations had a number of suggestions to make in regard to unemployment insurance, requesting in particular an upward adjustment of benefit rates. Broadening of social security measures in Canada was proposed in all the briefs. Particular emphasis was given to international affairs by the CCL; the TLC also indicated its interest in these matters.

In addition to outlining the proposals of the labour organizations the following articles give the comments of the Prime Minister, the Minister of Labour, and the various other Cabinet Ministers who addressed the delegates.

Trades and Labour Congress of Canada

The executive Council of the Trades and Labour Congress of Canada presented its annual memorandum of legislative proposals to the Prime Minister, the Rt. Hon. W. L. Mackenzie King and members of his cabinet on March 4, 1948.

In addition to the Prime Minister, the following Cabinet Ministers were in attendance: Hon. Humphrey Mitchell, Minister of Labour; Hon. M. F. Gregg, Minister of Veterans Affairs; Rt. Hon. J. L. Isley, Minister of Justice; Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Reconstruction; Rt. Hon. L. S. St. Laurent, Secretary of State for External Affairs; Hon. E. Bertrand, Postmaster-General; Hon. Brooke Claxton, Minister of National Defence; Hon. J. Jean, Solicitor General of Canada; Hon. Colin Gibson, Secretary of State; Hon. D. C. Abbott, Minister of Finance; Hon. J. J. McCann, Minister of National Revenue; Hon. L. Chevrier, Minister of Transport; and Hon. J. A. MacKinnon, Minister of Fisheries. Mr. Paul Cote, Parliamentary Assistant to the Minister of Labour, was also present.

Accompanying the Council was a large number of representatives of affiliated national and international unions. The deputation was headed by Mr. Percy Bengough, President, Messrs. J. A. Whitebone, J. A. D'Aoust, Carl E. Berg, William Jenoves and Alex Gordon, Vice-Presidents, and John W. Buckley, Secretary-Treasurer of the Trades and Labour Congress.

The Prime Minister opened the proceedings with a brief address of welcome to the delegation, following which the memorandum of legislative proposals was read by Mr. Bengough. At the outset, he stated that while progress in securing improvements in social legislation had "not been rapid", he felt that a great deal of valuable legislation had resulted from these annual presentations.

Social Security

The memorandum emphasized "the urgent need in Canada for the establishment of an all-embracing social security program." It stated that the Trades and Labour Congress favoured the establishment of such legislation on a contributory basis, to cover all citizens, regardless of income. It "should include—along with our unemployment insurance now established—a full and comprehensive health insurance scheme, accident and hospitalization benefits, old age pensions and

mothers' and widows' allowances." Constitutional difficulties, that might retard the enactment of such legislation should be overcome, so that more rapid progress might be made towards "a better life for all of our citizens."

Price Controls

The brief commended the Government for its efficient control of prices during wartime and it declared that the TLC "conscientiously believe" that such controls are "just as necessary now, if the evils of inflation are to be avoided." The Government was urged strongly "to protect the Canadian standard of living by re-establishing price controls on all essential goods and by instituting a 100 per cent tax on excess profits, by prosecuting all cartels, monopolies and speculators found guilty of profiteering." Mr. Bengough commented at this point that the application of controls at current price levels was not sufficient. There must be a roll-back to something in line with fair prices, he said.

National Labour Code

The Government was commended for its intention to introduce legislation to provide machinery for the adjustment of grievances between employers and employees. Although dissenting from some of the provisions of the proposed legislation, the memorandum stated that the TLC was "prepared to accept it as drafted as a good start in the right direction," provided "no changes are made which would be detrimental to this Congress and its affiliated membership."

Unemployment Insurance Act

While commending the Unemployment Insurance Act "in its general application," it was claimed that "weaknesses have developed that require adjustment." The brief suggested that the Act be amended to establish a higher grade with higher contributions and benefits and that consideration be given to increasing all benefit rates in view of the increased cost of living.

To avoid misunderstanding in the determination of many claims for unemployment insurance benefit, the memorandum stated that it was desirable that the term "suitable employment," as used in the Unemployment Insurance Act should be more clearly defined. It was pointed out that "an insured person shall be disqualified

from receiving benefit, if he has neglected to avail himself of an opportunity of suitable employment." The TLC felt that there should be a more lenient interpretation of the term than is frequently made, as the Act was never intended to force "round pegs in square holes, or to destroy the technical ability of an insured person by compelling him or her to accept employment immediately, in order to safeguard the (unemployment insurance) fund." It was requested too, that the Act be extended to cover all workers and that "sections 37 and 40 be so amended that, a claim having been established, the claimant shall be entitled to draw benefits at any time thereafter until all contributions to the claimant's credit are exhausted.

Old Age Pensions

The brief commended the Government for increasing its grants to the provinces for the purpose of increasing old age pensions, "even though we cannot enthuse over the amount." The Government was urged to assist in establishing "a full and proper system of providing pensions to our aged citizens, which will guarantee a sufficient income to keep them in decency and comfort, without any means test or deductions because of owning homes or being in receipt of other income." It was asserted that "it has been definitely established that there is little or no demand for workers who have reached the age of 50 years." Consequently, it was requested that the qualifying age for old age pensions be lowered to 60 years and further, that consideration be given to reducing the residential qualification.

National Health Insurance

The need for the establishment of an all-embracing, national health insurance plan was urged, and the brief expressed disappointment that progress toward the attainment of that end had been so slow.

Income Taxation

As outlined in the brief it was the opinion of the TLC that the bulk of income taxes should be collected from those in the higher income brackets "and not taken, as at present from citizens least able to afford it." It was requested that "the present income tax exemption be raised to \$2,400 per year for married persons and \$1,200 per year for single persons; and that the exemption for each child be set at \$400, with no portion of family allowance to be refundable to the Government, irrespective of income."

Housing

In the opinion of the TLC, as outlined in the memorandum, the housing shortage in Canada is critical enough to justify the Government revamping the present legislation and assuming full responsibility in planning a national housing program. Attention was directed to "the urgent need of providing rented shelter for the many citizens in receipt of low incomes." In addition, the Government was asked to control the prices and to limit export quotas of essential building materials.

Immigration

It was asserted that immigration should be the exclusive responsibility of Government and should not be left to private enterprise. Preferably, it "should come under the direction of the Federal Department of Labour, as the branch of Government most conversant with employment conditions and opportunities." "Canada", it was stated, "should be willing to accept selected people in such degrees as can be absorbed and not vitally affect the general welfare of our own citizens."

Injunctions in Labour Disputes

The use of injunctions in labour disputes was held "to be both iniquitous and expensive and entirely at variance with democratic procedure." Mr. Bengough interposed the comment that injunctions may be necessary in certain instances, but before they are allowed, both sides in the dispute should be heard.

Canada Shipping Act

Strong representations were made on behalf of a thorough revision of the Canada Shipping Act, as its provisions, in so far as they affected labour, were "antiquated and vicious." The hope was expressed that the Act would be amended at the present session of Parliament, "to bring it into conformity with present day labour legislation."

Other Matters Covered in Memorandum

The Government was commended for its support of the United Nations and the International Labour Organization and also for the worthy assistance rendered to the needy in war devastated countries.

The request made at previous interviews with the Government that the voting franchise be extended to include citizens of 18 years of age, was reaffirmed.

Although education was primarily under provincial jurisdiction, the TLC was of the opinion that "the Dominion Government should accept more responsibility in aiding educational facilities." Whole-hearted support was extended to the Canadian Teachers' Federation in its request for federal aid for education on a per capita basis.

Legislation was requested requiring Canadian railway companies to provide suitable car shops at car repair points, and thus ameliorate the adverse conditions under which repair crews frequently have to make extensive repairs.

It was urged that the Canadian Volunteer Firemen who served overseas during the war should be granted the same benefits as had been given to members of the overseas Armed Forces.

A request was made that the principle of the 40-hour week be established for all employees in corporations and undertakings coming within the jurisdiction of the Dominion Government; also that the right to organize and bargain collectively be extended to all such employees.

Attention was directed to the necessity for Customs and Excise employees to work overtime on certain occasions. It was requested that their hours be established on a 40-hour week basis and that they be paid time and one-half for overtime on week days and double time for overtime worked on Sundays.

Preference was expressed for maintaining the Canadian Broadcasting Corporation as a government-owned utility; also that its facilities be expanded and that labour be given representation on the directorate.

In conclusion, it was asserted in the memorandum that the opinions expressed were offered "with a desire to be helpful and to advance the objectives which organized labour is striving for . . . namely, full employment and social security."

Cabinet Comments

Following the presentation of the memorandum by Mr. Bengough, the Prime Minister called on several of his colleagues to respond briefly.

Hon. Humphrey Mitchell, Minister of Labour, commended the deputation for the concise and logical manner in which its proposals had been presented. He was inclined to dissent from the view that progress in social legislation had been slow in Canada, pointing out the "tremendous advances that had been made in the past 50 years. . . . It is not what you have

on paper but what is functioning that really counts," he declared. He referred appreciatively to the part played by the TLC in initiating and promoting legislation designed to improve the position of labour. Practically all of it had been inspired by the TLC, he said. He expressed pleasure that the work of the International Labour Organization had been given the approval of TLC. In his opinion, the ILO had done more than any other agency to raise the standard of living of workers in many countries.

Referring to the National Labour Code, Mr. Mitchell said that the Bill to be introduced in Parliament this year was much the same as the one introduced in 1947. The Minister was impressed by the degree of agreement in the measure both by the provinces and the majority of labour organizations, and expressed his belief "in following the trend of opinion of sound people in industry and labour. . . . There is no use in passing legislation that cannot be enforced," he said.

Turning to the interpretation of "suitable employment," as it affects unemployment insurance benefit, Mr. Mitchell pointed out some of the difficulties in the way of providing a definition that would be generally applicable. "It was dangerous to pass laws based on exceptions," he said. He pointed out that provision in the Act for Courts of Referees was designed to meet the difficulty by the adjudication of border-line cases.

The Minister stated that there was a good deal of uninformed opinion regarding the size of the fund. "I am glad to see it big, because it means you have full employment; when it is small, there is less employment," he declared. He referred to the experience of Great Britain in the 1920's when the British fund was completely exhausted. He also mentioned the recent emergency industrial shut-downs in Western Ontario, due to the failure of the supply of natural gas, with the consequent demand for insurance benefit, as indicating the need for a strong insurance fund.

The regulation of the issuing of injunctions during labour disputes and similar legal processes were provincial responsibilities since they involved property and civil rights, the Minister stated.

Regarding education, the Minister pointed to the expanding facilities in vocational aid and to the leadership given by the Dominion in apprenticeship. In this connection he declared: "We could not have accomplished what we have without

the co-operation of the trade unions, provincial governments and the employers. It is one of our brighter chapters."

The Minister stated that Canada had been among the first of the nations to help in the re-establishment of displaced persons in Europe and had permitted many of them to emigrate to this country. Declaring that "screening" was necessary, he bluntly added: "We don't want people in this country whose philosophy of life is not in accord with our own. If they want to start a revolution let them start it at home. A man has a colossal nerve to come into another country with the avowed purpose to seek the overthrow of its institutions."

Replying to the suggestion of the memorandum that the selection of immigrants be made exclusively by government officials, the Minister said: "It is necessary sometimes to send people in addition to our own, who have some knowledge of the industry. But nothing is being done to undermine the living standards of this country. Furthermore, these people whom we bring must have some protection in prevailing rates and in continuity of employment. Our immigration has been conducted on a human plane to the distinct advantage of Canada and the people themselves."

He pointed to a complete shift in emphasis on the matter of immigration, instancing the avidity with which Australia and other countries are accepting immigrants. "That gives some idea of the tightness of the labour supply force in practically every country," he asserted.

Hon. Lionel Chevrier, Minister of Transport, announced that amendments to five of the twelve parts of the Canada Shipping Act would be introduced at the present session of Parliament and stated that the recommendations of the TLC had been a great assistance in preparing the new legislation. The request for legislation covering the provision of extra repair shops by the Canadian railways "will be given careful attention," he said.

Hon. Douglas Abbott, Minister of Finance, announced that the Government did not feel that it would be wise to re-impose over-all price control, but prices would not be allowed to "run wild" and any abuses would be prosecuted.

Rt. Hon. C. D. Howe, Minister of Trade and Commerce, referred appreciatively to the thought given to the preparation of the memorandum presented to the Government. He stated that the country had

been "living beyond its means" and hence the investment program of the Government would be kept down, with a view to making Canada more self-contained.

Referring to housing, Mr. Howe said that there had been a steady increase in the number of housing units erected during the past three years and while the quota for 1948 had not been finally decided upon, it would be higher than that for 1947. He stated that undeveloped land was becoming scarce in most communities and in many cases it might be necessary to erect apartments, rather than individual housing units. "One of the worst bottlenecks to be overcome was a shortage of brick-layers and plumbers." If the TLC could help in providing more skilled tradesmen, it would be greatly appreciated, he said.

Hon. Brooke Claxton, Minister of National Defence, remarked that his Department probably employed more labour than any other Government Department. In 1947, they had erected some 5,000 housing units for the permanent Armed Forces. He stated that a well-qualified personnel officer of the Department had been assigned to advise him on problems of labour relations as they might arise and he was pleased to say that such relations were friendly and co-operative.

Rt. Hon. Louis St. Laurent, Minister of External Affairs, discussed the deputation's request for additional hospitalization. He drew attention to the fact that existing hospitals and convalescent homes were already over-crowded with patients and urged the members of the delegation to do all they could to have new units provided in their several communities, as a prerequisite to enacting more convalescent homes would relieve the pressure on the hospitals, as from 30 to 50 per cent of their facilities had to be devoted to the care of convalescing patients, he said.

Expressing his appreciation of the memorandum and the manner of its presentation, the Prime Minister indulged in what he termed "the privilege of reminiscing". It was 48 years ago, he said, that he listened to the first of such presentations by the Trades and Labour Congress. He reminded the gathering that 50 years ago there was not a Department of Labour and that most of the labour legislation had followed upon the creation of the Department of Labour.

"When you consider that many of our labour laws have come in 25 years out of 300 years of our history, it is not such a slow pace," he asserted.

The Prime Minister seconded the statement of the Hon. Humphrey Mitchell that practically all such legislation had originated in the form of representations from the Trades and Labour Congress—"from the workers of Canada who knew their own needs and had helped to create public opinion on their side."

He observed that this had been achieved by "the force of reason and not coercion" and that "therein lies the real hope of social progress."

"Now if these methods are continued I would like to think of the position of this country as a leader in social advancement," declared the Prime Minister, adding that "Canada has got to thank the leaders of labour for the progress already made."

Referring again to these organized achievements of labour, Mr. King emphasized "the helpless position of the individual in fighting injustice. I can remember when not so long ago a man was a social revolutionary if he belonged to a labour organization."

The memorandum had called for an all-embracing social security program on a contributory basis.

"With every word of that I am in entire agreement and accord," declared the Prime Minister. Continuing he said: "A study of the situation would reveal how much is already a matter of accomplishment. I

have tried to get some of these measures of social security on our statutes and have had the ambition and the hope that I might see something of an all-embracing social security program accomplished. I would like to feel that one has had a part in establishing such a program. I am not so sure that we can see the complete fulfilment in a year or two, but there is enough now on the statutes to give us reason to feel that many now here will see it all accomplished in their life-time."

In its brief, the Congress had referred to the British North America Act as a "museum piece" of legislation which should not be allowed "to persistently stand in the way of progress toward . . . uniform labour and social laws throughout Canada."

The Prime Minister cautioned that "museum pieces are sometimes of great value and we should not throw them around."

Referring to his long association with the leaders of the Congress in its early struggles, the Prime Minister noted that the familiar faces had gone. Naming in particular, "Dan" O'Donoghue, "Paddy" Draper and Tom Moore as the vanished leaders with whom he had marched, he paid tribute to their memory: "They are the men who so helped to shape the social measures of to-day."

Canadian Congress of Labour

Receiving the Canadian Congress of Labour at the presentation of its legislative proposals on March 5 were the Rt. Hon. W. L. Mackenzie King, Prime Minister, the Hon. Humphrey Mitchell, Minister of Labour, and the following Members of the Cabinet: Hon. M. F. Gregg, Minister of Veterans Affairs; Rt. Hon. J. L. Ilsley, Minister of Justice; Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Reconstruction; Hon. Colin Gibson, Secretary of State; Rt. Hon. L. S. St. Laurent, Secretary of State for External Affairs; Hon. Alphonse Fournier, Minister of Public Works; Hon. Ernest Bertrand, Postmaster General; Hon. Lionel Chevrier, Minister of Transport; Hon. Paul Martin, Minister of National Health and Welfare; Hon. Douglas Abbott, Minister of Finance; Hon. J. J. McCann, Minister of National Revenue; Hon. J. A. MacKinnon, Minister of Fisheries. Mr. Paul Cote, Parliamentary Assistant to the Minister of Labour, was also present.

The Congress delegation was headed by Mr. A. R. Mosher, President; Mr. Pat

Conroy, Secretary-Treasurer; and Messrs. Alex McAuslane and Sol Spivak, Vice-Presidents.

In thanking the Prime Minister for his welcome to the delegation, Mr. Mosher complimented him on his long career of service and expressed regret at his impending retirement. The memorandum was read by Mr. Pat Conroy.

International Affairs

It commended the Government for its policies in dealing with "serious and critical problems in the sphere of International affairs," in particular for its participation in the United Nations and the "leadership which it has been able to provide in the Economic and Social Council and other agencies."

Expressing its belief in military co-operation with the United States, the memorandum added: "This does not mean that, in any sense, Canada should be reduced to the status of a military or economic satellite, or that her autonomy

should be impaired." It praised the Government's contribution to the assistance of war-stricken countries, and its support of children's relief.

The nations of the world, the brief continued, should "be free to determine their own policies democratically without fear of coercion or aggression, and their citizens must have an opportunity to achieve economic security and the utmost well-being." The brief endorsed the Marshall plan.

"Dollar-Saving" Policy

While praising the adoption of trade treaties as a result of the Geneva Conference, the brief added: "It is regrettable that the Government found it necessary to adopt a dollar-saving policy which offset almost entirely the advantages which would otherwise have been obtained." According to the brief, the Congress felt strongly that the plan should not be used to interfere with trade between Canada and countries other than the United States and other "hard-currency" countries, and asked that the principle of "non-discrimination" be dropped. It urged the building up of Canadian industries, and the reduction of economic dependence, on the U.S.A. in order "to insulate ourselves as far as possible against depression south of the border."

Price Control

While admitting that external factors have influenced prices in Canada, the Congress blamed the removal of price controls "much earlier than industrial conditions warranted" for present "inflated" prices.

The Congress believed that the action taken by the Government in establishing a Parliamentary Committee to investigate prices "was in no way an adequate substitute for effective price-control. . . . In the face of the widespread demand on the part of the Canadian people for the re-establishment of price-controls, it is difficult to understand the unwillingness of the Government to take effective action."

Even though the enforcement machinery of the Wartime Prices and Trade Board had been broken up, the brief argued that the moral value of the re-establishment of price-control and the "strong determination of the people of Canada to protect themselves against profiteering" would make controls effective until the Government could re-establish enforcement machinery. The brief also urged the maintenance of rent control.

Prices and Wages

Stressing the relationship between wages and prices, the brief continued:—

"The increases in prices which have taken place during the past eighteen months have largely, and in some cases entirely, wiped out any benefits obtained by workers through wage increases. In the circumstances, they have no alternative but to seek further increases in order to cope as far as possible with higher prices. The wage policy they adopt, however, will be determined to some extent by the action taken by the Government in reimposing controls and excess profits taxes, and in re-establishing subsidies.

"Because of its deep concern with the welfare of the workers of Canada and their families, the Congress desires to emphasize as strongly as possible the serious effect which increases in the prices of the necessities of life have had upon their health and well-being. Only through prompt and effective action by the Government in reducing and stabilizing the cost of living will it be possible to remedy this dangerous situation."

Labour Relations Legislation

The brief repeated the view that the Congress has expressed on previous occasions that the Federal Government should adopt a labour code on a national basis in order to establish uniformity in employer-labour relations throughout Canada.

"The experience obtained in this field during the war years showed the value of a national approach to these questions in the light of its effect on national unity and Canadian citizenship, and the Congress feels strongly that the abandonment of this field to the provincial governments is a retrograde step. If amendment of the British North America Act is necessary to secure an effective national code, that amendment should be obtained."

Being dissatisfied with some of the provisions of Bill 338, introduced by the Government last year, the Congress had prepared its own ideas of a satisfactory labour code in the form of a draft bill, containing the following proposals: provision for automatic certification of a union as the bargaining agency for the employees in the bargaining unit it covers if it can prove that a majority of the employees concerned are members of the union; the check-off and union security; the outlawing of company unions; adequate protection against unfair labour practices; the prohibition of strikes or lockouts while an application for certification is pending, or if collective bargaining has broken down,

until a conciliation board has reported, or a board has not been appointed, within seven days after the request is made for such a board by either party.

Commenting on the provisions of this draft code, the brief continued:—

“The Labour Relations Board envisaged by the draft Labour Code proposed by the Congress would have wide powers, including the right to order an employer to bargain collectively; to require any person to refrain from violations of the Code or unfair Labour practices; and to order reinstatement of any employee wrongfully dismissed, with payment for time lost. Its decisions would be final, and without appeal, and not subject to review by any Court. Provision for enforcement of the Code is simple and speedy, and almost automatic.

“The coverage of the Bill is as wide as possible, applying to every industry under Dominion jurisdiction, and specifically includes businesses with Dominion charters, all Crown companies and similar bodies, and the Dominion Civil Service. It also provides that the Government can bring other industries under the Code by proclamation where it thinks such action necessary for the national security, or in disputes which might imperil or concern the nation as a whole.”

Unemployment Insurance

Dealing with unemployment insurance, the brief urged an increase in the scale of benefit payments proportionate to the rise in the cost of living. Other recommendations on this subject were for: the establishment of a new insurance class for persons earning \$34 or more a week; the adjustment of contributions by employers so as to equal the total of employee contributions; extension of coverage; reduction of the waiting period from 9 to 6 days; and the elimination of non-compensable days from the total number of days from which a claimant is eligible for benefit: The brief also noted that there was “a serious delay in dealing with claims for benefits,” approximately 45,000 claims being over three weeks in arrears.

Unemployment

On the subject of unemployment, the memorandum stated:—

“At the present time, over 200,000 Canadians are out of work, and the assurances of Government spokesmen that this situation will improve are reminiscent of the Great Depression. We therefore feel that the Government should undertake the development of industries in those sections of the country where seasonal

unemployment constitutes a heavy and recurring drain upon the national economy.”

Housing

“Housing,” the memorandum declared “has now reached the proportions of a national emergency, and demands action on a national scale. . . . Building costs have been inflated beyond all justification. . . .”

The Congress urged the establishment of a National Housing Authority to co-ordinate the production and supply of building materials, and reduce the cost of housing to a reasonable level.

Immigration

An immigration policy aimed at encouraging the entry of individuals and families from other countries who would become assets to the country as a whole was considered desirable.

A moral obligation to accept a fair proportion of displaced persons was stated to exist; and the Congress asked for labour representation on a Government Commission which would aid in their transportation and re-establishment. “In this respect, however, the Congress believes the admission of immigrants and displaced persons must be based upon the capacity of the nation to absorb them into gainful employment, and must therefore be associated with an adequate employment policy.”

National Conference on Labour Legislation

The annual holding of a national conference on labour and social legislation was urged, which would be attended by representatives of the federal and provincial departments of labour, labour and employer organizations.

Other Recommendations

Other recommendations contained in the brief were as follows:—

Establishment of a national council for the steel industry; designation of steel and meat packing as national industries; Introduction of a Canadian Bill of Rights;

Representation of labour on all Government bodies primarily affecting workers, including the Maritime Commission;

Appointment of workers' delegates and advisers to International Labour Conferences “in agreement with the representative bodies of organized labour in Canada;”

Compilation of statistics of industrial productivity and unit labour costs; improvement of the cost-of-living index; establishment of a health and decency budget and index;

Implementation of the social security program presented to the Dominion-Provincial Conference in 1945;

Income Tax exemptions of \$1,500 per year for single persons and \$2,000 for married persons; decreases in the tax rates; abolition of the excise tax on goods produced in Canada and abolition or reduction of the sales tax;

Lowering of the voting age to 18 years; two hours' leave of absence during working hours for workers on election day, paid for by the employer;

Establishment of a National Bureau of Standards.

The Congress in conclusion offered its whole-hearted co-operation in carrying out any of the recommendations contained in the memorandum.

Hon. Humphrey Mitchell

In replying to the points raised in the memorandum, the Hon. Humphrey Mitchell said that over the years much progress had been achieved as a result of meetings of this sort.

He thought that the brief reflected a realistic attitude on both international and national affairs, and complimented the delegation on the degree of study they had given to these matters.

The Congress submission on the labour code was receiving attention. As a believer in the "swing of the pendulum" he did not favour extreme legislation.

In regard to employment he thought that no country had a better record than Canada's. Weather conditions had caused temporary unemployment of 25,000 at Windsor and 10,000 in British Columbia. Labour demand was tight, considering seasonal conditions, and only a small percentage of the labour force (which totalled 4.9 million) was going through Employment Offices.

As to the allegation of delay in dealing with claims for unemployment insurance benefit, the figure as of February 20 showed only 3,257 claims in arrears. It was natural that there be some delay, since geographical conditions in Canada were less favourable to quick administration than in a country like England.

The Government policy on immigration was in accordance with the Congress' observations. He agreed that the country had an obligation in regard to Displaced Persons, but said that they would be

properly screened. "If any people want a revolution let them have it back home."

He termed the proposal for a national conference on labour legislation an excellent suggestion and said that he would be glad to get in touch with the provincial governments.

Hon. L. S. St. Laurent

The Minister of External Affairs, Mr. St. Laurent, expressed deep appreciation of the evidence in the brief of the Congress' interest in international affairs, stating that events abroad had repercussions on the way of life of every Canadian.

He referred to a "deep feeling of mutual respect" at meetings between the Congress and the Government, pointing out that this could not mean that there would always be agreement on a single proper solution to labour problems, but stressing the importance of belief in the fairmindedness of all. The Government, he continued was trying to extend this spirit to the international sphere.

Rt. Hon. J. L. Hsley

The Marshall Plan was described by the Minister of Justice as "an affirmation of the principles governing the dealings of the western democracies. He warned against "governments and schools of thought" which do not believe in democracy, and whose initial step in a country such as Canada is to spread confusion, chaos and strife, one of the tactics being to seek to infiltrate into trade unions. The Congress had placed its approval on a different type of program, seeking conciliation instead of strife, and favouring democratic and reasonable courses of procedure.

Dealing with the Congress' recommendations concerning the principle of non-discrimination in trade agreements, he emphasized that it was difficult for Canada, a country of 12 million, situated as it was beside the wealthiest, most powerful nation in the world and a believer in democracy, to place on its statute books legislation discriminating against that great country.

Mr. Hsley also gave his views on the Congress' advocacy of a Canadian Bill of Rights. The enactment of such a statute, he said, was not so simple as it might appear. The question of provincial jurisdiction in the field of property and civil rights was involved, and it was doubtful that the provinces would willingly consent to an abridgement of their powers in this field.

The Parliamentary Committee which was to be set up would give its first attention to the United Nations Declaration on Human Rights, but he felt it would have to give very careful consideration before recommending a Canadian Bill of Rights.

Rt. Hon. C. D. Howe

Referring to the dollar-saving program, the Rt. Hon. C. D. Howe, Minister of Reconstruction and of Trade and Commerce, thought that too much attention was being paid to its restrictive features. Import restrictions from dollar countries were being rigidly enforced, the Government seeking to have materials manufactured in Canada or ordered from soft-currency countries. It was "surprising how much unnecessary United States buying had been stopped in this way."

On the constructive side, he cited as an example the recent sale in the United States of 10,000 Canadian-made radio receivers, and said that while it was early to judge, the results of the program so far had been most encouraging.

The housing program was being pursued just as energetically as in wartime, he said, but in the face of obstacles never encountered in wartime production.

Hon. Douglas Abbott

The views of the Government on the matter of price control, according to the Minister of Finance, Mr. Abbott, were that it was impracticable to impose overall price control without wage control, and jurisdiction over wages had been returned to the provinces. Emergency legislation under which price controls were operated was being renewed, however.

While admitting that there was merit in the Congress argument as to the moral value of controls, he considered that to establish controls which were not fully enforceable right across the country would not be sound policy.

Decontrol in Canada had, he said, been planned well in advance, and the results had been much as anticipated, except that external price rises had exceeded expectations. He thought that wage increases had been greater than price rises, and that among the nations, Canada was "still pretty fortunate."

He promised that the Congress representations on taxation would be carefully considered.

Hon. Lionel Chevrier

The Minister of Transport, Mr. Chevrier, said that labour had not been given representation on the Maritime Commission since this was a quasi-judicial body, but pointed out that the President of the CCL had agreed to serve on the advisory committee, and said that due consideration would be given to labour if technical committees were set up.

Hon. Paul Martin

The Minister of National Health and Welfare, referring to social security measures already on the statute books, said that \$2,000,000 a day was being spent in Canada on social security, of which the Federal Government was spending 80 per cent. The Government had not abandoned the proposals made to the Dominion-Provincial Conference in 1945, but these were conditional on collaboration at all levels.

Rt. Hon. W. L. Mackenzie King

Concluding the interview, the Prime Minister, Rt. Hon. W. L. Mackenzie King, praised the co-operative spirit in which the memorandum had been presented.

The brief had, he said, "given us a better understanding of your problems. On the other hand we have told you of some of our difficulties." While pointing out that the Government represented all classes in the country, he said that the labour congresses spoke for the major portion.

"In getting together to speak our minds, not resorting to coercion but rather in a spirit of co-operative understanding and persuasion we are on the surest path towards social progress," he continued.

Thanking Mr. Mosher for his opening remarks concerning his approaching retirement, the Prime Minister said:—

"It does give me a feeling of deep regret that the time is coming to change the order of one's life. I have felt increasingly since the war that the task has not become any easier. In times like these younger men are taking over posts in government."

Referring to his life-long concern with the welfare of labour, he said that he was happy to leave with the goodwill of those in whose interest he had spent the major portion of his life and added: "I appreciate the goodwill of those whose life interests have coincided with mine. I went into politics to improve the condition of the working classes, and when I retire the

interests of the working classes will not be forgotten. Then perhaps I shall have

more opportunity to survey some of the great movements of our times."

Canadian and Catholic Confederation of Labour

A delegation representing the Canadian and Catholic Confederation of Labour was received on March 12 by the Hon. Humphrey Mitchell, Minister of Labour, and the following Cabinet Ministers: Rt. Hon. L. S. St. Laurent, Secretary of State for External Affairs; Hon. Alphonse Fournier, Minister of Public Works; Hon. Ernest Bertrand, Postmaster General; Hon. Douglas Abbott, Minister of Finance; and Hon. Joseph Jean, Solicitor General. Mr. Paul Cote, Parliamentary Assistant to the Minister of Labour, was also present.

The CCCL delegation was headed by Mr. Gerard Picard, General President; Messrs. Emile Tellier, Alphonse Roberge, L. P. Boily, and F. X. Legare, Vice-Presidents; Mr. André Roy, General Secretary; and Mr. Romeo Ethier, Secretary-Treasurer.

The submission of the Confederation was read by Mr. Roy.

Price Control

Stating that measures were necessary to put a check on "rising and also unduly increased prices" the CCCL suggested:—

(1) Prices of basic necessities should be reduced to end-of-war levels, although the Prices Board would be allowed to grant justified increases.

(2) A Royal Commission of Inquiry should study price increases occurring since the end of the war in manufacturing and retail and wholesale trade and submit a report of its findings with appropriate recommendations.

(3) A permanent arbitration tribunal with representatives from Canadian labour should be established. In no case, as long as demand exceeds supply, could a price increase be granted before the written reasons justifying the increase were submitted to this tribunal; these reasons should be made public.

(4) Rent control should be maintained. An equity tribunal should, however, be appointed to study particular cases and grant a justified adjustment.

At this point Mr. Picard inquired of Mr. Abbott, Minister of Finance, whether the House of Commons committee investigating prices would inquire into the textile industry in addition to clothing. Mr.

Abbott replied that the inquiry into primary textiles would come first.

With regard to the cost of living, the CCCL requested that an index be determined upon the basis of a budget for a typical family of five persons (father, mother, and three children).

At this section Mr. Picard interjected and asked that the *LABOUR GAZETTE* resume publication of a family budget such as was published before the war. When the Minister of Labour, Mr. Mitchell, replied that the cost-of-living index was more scientific, Mr. Picard stated that publication of an all-inclusive family budget was also desirable.

Taxation

The CCCL praised the simplification of certain income tax forms, but requested that forms be done away with altogether in the case of employees who have only their wages as a source of revenue. Income tax would then be deducted entirely at the source.

Deductions, the brief continued, should be confined to earnings made in the normal work week with none on overtime. Claims by the Department of National Revenue and refunds of over-payments should be made within twelve months of the sending of the form, the same interest should be paid on refunds as is charged on claims, but should only commence after the twelve-month interval. Deductions from taxable income should be allowed for all medical expenses and not only for those exceeding four per cent of income as is now the case. The Confederation also requested exemptions of \$1,500 for unmarried persons, \$3,000 for married persons, plus \$400 for each dependent.

Finally, the abolition of the Federal sales tax was requested.

Unemployment Insurance

The brief suggested that in view of the increase in the cost of living the weekly benefit paid to unemployed insured workers, as provided under the Unemployment Insurance Act, be increased to \$18 for unmarried and to \$23 for married persons.

In addition, some 16 other amendments to the Act and the Regulations there-

under, were submitted for the consideration of the Government. It was requested that the number of daily contributions stipulated in the first statutory condition required for the payment of benefit, be reduced from 180 days to 100 days.

It was also requested that five Insurance Officers be appointed in the province of Quebec and that five adjudicating offices be established at points in that province where they would best serve the main economic and industrial centres.

The brief held that the Unemployment Insurance Commission should grant credits to unemployed persons, to make it possible for them to proceed with courses in arts and crafts and trade schools or at Apprenticeship centres.

It was urged that "the seven days' notice" of dismissal, or of separation from employment, which was in effect during the period when National Selective Service was enforced, should be incorporated in the Unemployment Insurance Act, with the exception of building trades and seasonal industries.

More precise definitions were requested for such terms as "dismissal for just cause" and "suitable employment"; also that the terms upon which a worker might be granted benefit during a lockout, be clarified and precisely stated.

The brief asserted that the nine-day "waiting period" should be reduced to a four-day period.

The Unemployment Insurance Commission was urged to improve its information service, so that insured persons would be better informed of their rights under the Act.

Among other suggested amendments to the Unemployment Insurance Act and Regulations thereunder, were the following:—

(1) that provision be made that an unemployed insured person, who has a vacation allowance to his credit, may receive his unemployment insurance benefit at once, even in cases in which the applicant receives a vacation allowance from his employer when laid off; (2) that the Act should provide for the immediate return of their insurance books to insured workers in the building trades at the time they lost their jobs; (3) that employment permits be granted to employment offices maintained by trade unions who would make regular reports to the National Employment Services; (4) that the jurisdiction of the Act be extended to employees of hospitals; (5) that provision be made requiring that benefit be paid an

insured worker who voluntarily leaves his employment, because it is "untenable"; (6) that receipts given for insurance books turned in to insurance offices, either by the employer or the worker, should state the number of days' contributions standing to the credit of the worker; (7) that employment offices be not allowed to send unemployed persons where there is a strike; that appeal formulas to Courts of Referees be provided by the Commission at the time cases are rejected by Insurance Officers.

In his remarks at the conclusion of the presentation of the brief, the Hon. Humphrey Mitchell, Minister of Labour, suggested that the delegation appoint a committee to discuss the proposals with Mr. J. G. Bisson, Chief Commissioner of the Unemployment Insurance Commission.

Conscription and Communism

The CCCL urged the outlawing of communism. It also expressed its opposition "to any conscription to extra-territorial wars" and further requested "a definite government policy on this point."

Subsequently in replying to the delegation the Minister for External Affairs, Hon. Louis St. Laurent, discussed this matter quite frankly. Referring to the international situation the Minister observed:—

"We are just as anxious as you to avoid war and Canada would not be the country to provoke it. If, unhappily, another war should come upon us we should, all of us, be obliged to defend ourselves. That would be a universal war for the obliteration of our freedom and our way of life.

"Despite the fact that the true situation is very grave, I do not think that any single country wishes to declare war. If it comes, all lovers of free institutions will be obliged to defend themselves. I hope that for the rest of our lifetime, we will not be exposed to such a catastrophe."

Continuing, the Minister compared the spread of communism "to a patch of oil creeping across the face of Europe." He urged the need for a united front on the part of the free nations to check this expansion.

Immigration

On the subject of immigration, the following statement was contained in the CCCL memorandum:—

"It is believed that too many immigrants have been admitted during the last year and again the CCCL vigorously protests against any broadening of the Immigration Act, as long as it is not proved that

Canada, through its natural increase in population, cannot meet the requirements of its normal development and as long as dwellings are scarce."

Sunday Work

Pointing out that the observance of Sunday was of great importance in a Christian country, the CCCL submission requested the passing of an act to forbid production or repair work on Sunday. A special request was made that paper mills be required to close down on Saturday as early as necessary to permit the completion of repairs before midnight.

It was then pointed out by Mr. Picard that an affidavit is required of an employee when complaining of the violation of the provincial Sunday work law. As this puts the worker in a delicate position he requested the passing and enforcement of the suggested federal act.

In reply, Mr. St. Laurent pointed out that the matter was within provincial labour jurisdiction and should be referred to the Attorney-General of the province. Furthermore, he felt that stipulations against Sunday work should be included in collective agreements between the Syndicates and their respective employers.

Other Recommendations

The brief contained the following among other recommendations:—

Modification of the National Housing Act so as to lower the interest rate on loans and guarantees of the loans by the Government;

Increase to \$50 per month of old age pensions, and, reduction of the age minimum to 65 for men and 60 for women; no deduction to be made when the pensioner's other income does not exceed \$500;

A cost-of-living increase in family allowance payments and removal of the reduction in the rate of payment from the fifth child on;

Appointment of an ambassador to the Vatican;

Adoption of "a distinctive Canadian flag on which no foreign emblem would appear;"

Appointment of more French-Canadians to important positions in the Civil Service;

Allowing the importation of more fruits and vegetables from the United States.

Hon. Humphrey Mitchell

The Hon. Humphrey Mitchell, Minister of Labour, in replying to the delegation commented on the progress of the CCCL.

"I like to think that an organization in Canada could come before the Government with such relatively few complaints. It is indicative of the ability of our people to live together and enjoy their local ways of life," he stated.

Contrasting the amicable manner in which people of different languages and customs live together in Canada with life in less favoured countries, he observed:—

"The leaders of labour in this country have a deep appreciation of the power of dictatorship. The first people to disappear, even in a physical sense, are the free trade unions."

He pointed to the futility of outlawing any organization merely by naming it as such. "They can change the name to 'Sons of Freedom' or anything else and continue," he declared, adding that he would rather see trade unions rid themselves of subversive elements.

Referring to social benefits, he considered that unless they are matched by production "the real standard of living must suffer." On the subject of unemployment insurance, he pointed out that \$38 millions have been paid out in Quebec alone since the Act came into effect and pointed out to what might have been the financial responsibility to the municipalities "were it not for this cushion of unemployment insurance." Of the \$2 million a day spent in Canada on social services, 80 per cent was raised by the Federal Government, and, he observed "the mere point of making this contribution means taxation. You can't have these benefits unless the nation is willing to pay."

Regarding immigration, the Minister of Labour stated that victory in the recent war was due in large measure to the production of the United States and Canada. Had the two countries not been willing to accept and mix the finest blood streams, freedom would have perished from the earth.

Rt. Hon. L. S. St. Laurent

In his address the Minister for External Affairs congratulated the CCCL for making demands good for the nation as a whole and not only for its own members.

On the subject of immigration. Mr. St. Laurent asserted that help must be extended to displaced persons. He closed by reminding the delegation that it was Canada's obligation to give aid to those who had suffered through the war and its aftermath.

Railway Transportation Brotherhoods

The Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods presented a memorandum of proposed legislation to the Prime Minister, Rt. Hon. W. L. Mackenzie King and Members of the Cabinet, on March 4. Representing the Brotherhoods were: A. J. Kelly, Brotherhood of Railroad Trainmen; W. H. Phillips, Order of Railroad Telegraphers; J. B. Ward, Brotherhood of Locomotive Engineers; J. J. O'Grady, Brotherhood of Maintenance of Way Employees; J. L. D. Ives, Order of Railway Conductors and J. G. McLean, Brotherhood of Locomotive Firemen and Enginemen.

The memorandum stressed the need for amendments to the Railway Act to bring it into line with "changed equipment and practices in the handling of both railway and highway traffic." As a step towards this objective, the memorandum suggested that "a committee be appointed to hear, consider, and make recommendations on the various proposals offered." It was suggested further, that "such a committee might be regarded as an 'advisory committee', permanent in character, meeting as required, and able to make recommendations based upon detailed study of changed conditions and needs."

These suggestions were supported by detailed argument covering technical changes that were deemed necessary for the safety of trainmen who are called upon to operate the larger and more modern rolling stock now in use.

Hudson Bay Railway

The memorandum urged "early effective action" by the Government to place the operation of the Hudson Bay Railway under the jurisdiction of the Board of Transport Commissioners, so as to afford the Board's protection to the public using the railway and the employees who work on it.

Amendments to Customs Act

The Government was urged that customs charges and taxes be removed on importations of protective warning, and automatic block signals devices used on railways. It was claimed that by thus reducing the cost of such equipment, its installation would become more general, and in that way "bring considerable value in the protection of life and property."

National Transportation Policy

While recognizing the value of various types of transport in their respective fields, the memorandum regretted "the lack of regulations and control which would allocate each type to the service for which it is most capable." The section of the report of the Royal Commission on Dominion-Provincial Relations on "the Problem of Railway and Highway Competition" was quoted as indicating the advantages to be derived from the setting up of a Transport Planning Commission.

International Highway Transport

Objection was taken in the memorandum to permitting United States trucking interests to transport goods in bond over the Windsor-Niagara route, as provided under Article V of the recent Geneva Trade Agreements. The reasons advanced for the objection were that "these (United States) interests may renew and continue to exploit Canadian citizens, ruin Canadian highways and cause additional hazards to those who are entitled to the safe use of our highways." Moreover it was pointed out that "there were four railways closely paralleling the route and all fuel and equipment used by the trucking interests on this route was an unnecessary wastage."

St. Lawrence Waterway

The memorandum regarded the value to Canada of the proposed St. Lawrence waterway "as theoretical, its cost very real, its need very doubtful and its possible effect must be viewed with concern in so far as transportation is involved."

Social Security

The Government was commended for "its expressed interest and desire to study and develop a social security plan that will embrace the needs of our less fortunate citizens." It was requested that in the development of any such plan, the equity established by railway employees through years of payments into their own pension plan, be protected.

Old Age Pensions

More adequate benefits were requested for aged citizens. The memorandum stated that "it is our belief that the

qualifying age should be reduced to 65 years and the means test raised to \$600 per annum, exclusive of resident property."

Scientific Medical Research

The Government was urged to give "the necessary leadership, encouragement and funds" to co-ordinate "the various sources and facilities for scientific research" with a view to preventing and curing cancer and tuberculosis.

Income Tax

The memorandum renewed an earlier request of the Brotherhoods, that "the statutory exemptions (for income tax purposes) be increased to \$1,200 for single taxpayers and \$2,400 for those with dependents, also that an allowance of \$500 be made for each dependent." It was requested also, that section V (1) (f) of the Income Tax Act be so amended as to place railway men in the same category as business men in the exemptions allowed for travelling expenses.

Immigration

Approval was given to the Government's policy of selective immigration, but the belief was expressed that "a basic consideration should be qualifications for assimilation with Canadian citizenship." The memorandum continued: "It is our view that with the national resources and expansive areas of Canada, now unpopulated, we cannot deny a haven for selected immigrants who are in need of an opportunity to become useful citizens of the Dominion."

Housing

While admitting that the Government has made some progress with the housing problem, it was hoped that greater results could be expected "with the progressively improved supply of materials and the sincere co-operation of all interests involved." It was suggested that "an inquiry into the price of the average home is long overdue" and that the Government consider inquiring into the cost of a home, as well as the price spread of foods.

Price Spread Inquiry

Reference was made in the memorandum to the price spread inquiry by a Parliamentary committee. It was hoped that the inquiry would reveal, and lead to the correction, of "any unwarranted manipulation of the prices of essential commodities. . . ."

Oleomargarine

It was claimed that Canadians should not be denied the privilege of using oleomargarine, if they so desired, provided proper supervision and inspection were exercised to protect the quality and prevent fraud.

Labour Representation on Public Bodies

Appreciation was shown of the Government's policy of "affording labour representation on public boards and commissions. The suggestion was made that the same policy might be extended to filling vacancies in the Senate, as being "in the national interest."

EMPLOYMENT PROBLEMS IN CANADIAN HARD ROCK MINES

One of the persistent labour shortages in Canada in recent years has been that affecting the hard rock mines. Several factors complicate the problem, and a number of devices are being used in an attempt to meet the situation.

In spite of comprehensive and intensive recruitment efforts of the National Employment Service, there have been, for several years, shortages of manpower for Canadian hard rock mines. Unfilled orders of mining companies for skilled and unskilled workers

have been constantly on file in National Employment offices and various carefully made plans have failed to provide a complete solution for the problem. A number of factors tend to complicate the matter of securing sufficient qualified workers,

ranging from the reluctance of Canadian workers to accept work in the mines, to insufficient housing in the mining camps.

For some years the National Employment Service has maintained offices in the hard rock mining areas of Val d'Or, Rouyn, Kirkland Lake, Fort Frances, Flin Flon, The Pas, Kenora, Winnipeg, Yellowknife, White Horse, Nelson and Trail. These keep the Regional Offices and the Head Office of N.E.S. constantly informed on the industrial situation in their respective districts, particularly with respect to employment in the mines. In addition, officials from the Regional Offices and, less frequently, from Head Office, visit these centres with a view to maintaining the closest possible contact with mining officials as well as to facilitating clearance procedure with other districts and in general to keep the Employment Service as nearly as possible at maximum efficiency.

Prairie Farmers and Students

In recent years a valuable addition to the work force in Ontario mines was obtained from the Prairies. Hundreds of farmers have been recruited, many of them by N.E.S. Most of these men, however, have to return to their farms for the spring and summer months, so that this remedy is almost entirely seasonal and temporary. To offset these summer-season shortages, organized efforts have been made to recruit university and high school students. While not supplying all the requirements, these efforts have helped considerably.

Clearance Procedures

Then too, employers' orders for workers in the mines are listed in many other of the 200 Employment Offices across Canada where there may be from time to time surpluses of workers. Before such transfers of workers are made, extreme precautions are taken to protect and satisfy both the prospective employer and employee. For example, applicants for work are carefully informed of all details of the work offered, housing accommodation, transportation arrangements, trade union requirements, physical qualifications necessary, types of clothing to be worn, etc.

Recently, a successful drive was made to interest temporarily unemployed Montreal workers in employment in Quebec hard rock mines. It is expected that scores of these men will continue their work in the mines and become permanent residents of the mining communities.

The Nova Scotia Movement

A project popularly known as "the Nova Scotia Movement" received the approval of the Federal Government in January, 1947. It was designed to serve a dual purpose: (1) to relieve in some measure, the chronic shortage of workers in the hard rock mines of Ontario and Quebec, and (2) to ease the unemployment situation that had arisen in northeastern Nova Scotia at that time.

The Federal Government authorized the payment of transportation for suitable men from their homes in Nova Scotia right through to the mines in Ontario and Quebec. Following registration in their local employment offices, applicants were given thorough physical examinations, including X-ray tests. The X-ray plates were sent by airmail to Toronto and there examined by radiologists of the Workmen's Compensation Board. The names of those approved were telegraphed to the employment offices in Nova Scotia and the men were given transportation as arranged by the Federal Government. Over 250 were selected and transferred to the mines under this plan.

At the end of six months, about one-half of them continued to be employed in the mines to which they were sent. Several of them accepted employment in other mines, while still others left to work in construction projects, or woods operations or Great Lakes shipping. Very few of them have returned to Nova Scotia.

Displaced Persons

The continuing lack of adequate manpower for the mines led to the decision of the Federal Government to permit the entry of selected "displaced persons" from Germany. By arrangement with the Government, the mining companies sent their experts to Europe to co-operate there with officials of the Departments of Labour and Immigration in selecting suitable persons from the displaced persons' camps. Prospective immigrants were given careful medical examinations and those who measured up to the required standards were given transportation from Germany to a Canadian port by the International Relief Organization. The employer was responsible for the remainder of the transportation costs. He also agreed to provide continuous employment of such displaced persons for at least ten months at prevailing wages and working conditions and each man so selected agreed with the Government to accept mining

employment on these same conditions. He also agreed to use the N.E.S. to arrange transfer to another mine if, for any reason, he is not content to work in the mine to which he was originally assigned.

While the total number of displaced persons coming to Canadian mines is but a small proportion of the total working force in the mines it is expected that they will become a permanent part of the mining communities, as past experience indicates that men from Europe, capable of doing work in the mines, have become permanent residents of the mining communities. Their ability to speak the languages and interpret Canadian conditions to the newly arrived displaced persons is expected to influence the latter to continue to live and work in the mining camps and thus reduce the excessive turnover in the mining industry.

Current Pool of Unemployed

There are difficulties in the way of placing many of those currently unemployed in "suitable employment." A fair proportion are not qualified because of old age or extreme youth and some are "white collar" workers without the physical strength required for work in mines. Only a comparatively small number of the total are able and willing to take a man's job in a mine or in a mill. About half of this small number are married and must have better accommodation than a bunk in a bunk-house or a room in a boarding house. Until adequate housing is provided in mining centres, almost the only men available for placement in work in

the mines are bachelors or men separated from their families. It is felt by officials of the National Employment Service that this is not a stable or healthy mine employment situation.

Other Factors Affecting Placement of Workers

In addition to the difficulties in finding an adequate supply of suitable labour for the hard rock mines there are other phases that have to be considered. One of these is to find employment for older mine workers who are physically handicapped. The mining operators assist in solving this problem as much as they can by maintaining such men in light employment around the mines as long as possible. But it is evident that the longer a mine is worked, the greater and more difficult this problem will become.

It is held by officials of the National Employment Service that the only solution to these questions is the diversification of industry in mining communities. Light manufacturing plants, distribution and sales establishments in mining communities would absorb the men and women that cannot be given employment in the mines. With that in view, the N.E.S. provides interested agencies with the latest information on the types of labour available in the mining areas for industries that are seeking a new location. It also plays a part in providing work in other communities for those that cannot be given employment in the local mining industries. This "clearance system" has greatly extended and expedited the placement work of the National Employment Service.

PLACEMENT OF HANDICAPPED WORKERS

It is important for the employer to consider the physical disability of a handicapped worker in terms which have occupational significance. Successful employment of the disabled is cited as a challenge to management.

Three questions are enumerated in a recent issue of *Industrial Health Bulletin*, a publication of the Department of National Health and Welfare, as of particular concern to management in the placement of handicapped workers. They are: (1) are there many people with physical impairments? (2) can they be

efficient and safe workers? (3) how can their successful employment be arranged?

In considering the first question, the *Bulletin* makes some striking comparisons. "There are, for example, as many Canadians suffering arthritis as live in Nova Scotia (577,000); as many suffering from epilepsy as live in Regina (58,000); . . .

and there are more hard of hearing people than live in greater Windsor, Ontario (136,000)." These estimates are based on figures prepared by the Dominion Bureau of Statistics and from projections of relevant American statistics and do not "tell the whole story." They make no reference to heart disease, cerebral palsy, nor to certain other physical impairments. It is asserted that "based on American figures, it is estimated that there are 150,000 Canadians of working age with significant physical impairment. This estimate is apparently confirmed by British experience."

With regard to the second question, "can the handicapped be efficient and safe workers?" it is pointed out that there are extremes of opinion, ranging from extravagant assertions as to the superior energy and dependability, of handicapped workers, to equally sweeping assertions that they are "always unsatisfactory." Both extremes are held to be "just as wrong as would be similar generalizations applied to able-bodied workers." The University have led to the following conclusions: (1) "there exists no difference results of careful studies at New York between the working efficiency of physically impaired and able-bodied workers. There are fair, good and excellent workers in both groups and the distribution ranks as normal in each; (2) proper preparation and placement are the most important factors in the successful employment of the physically disabled."

It is asserted that Canadian experience confirms these results, but the further claim is made that all studies indicate that impaired workers have a better than average accident, absentee and turn-over record. It is emphasized, however, that proper preparation and placement are essential, if the abilities and skills of handicapped workers are to be employed to the best advantage.

While management can scarcely be expected to provide medical treatment or vocational guidance and training, it can do much in appraising the extent and the nature of the handicap and in the way of selective placement. It is pointed out that "it is fundamental to good placement

technique to distinguish between terms such as physically impaired, physically disabled and physically handicapped on the one hand, and occupationally or vocationally handicapped on the other." A physical impairment or disability is a condition which (1) limits the impaired person's ability to perform certain physical activities, such as walking or seeing; or (2) limits his ability to tolerate certain working conditions, such as heat or cold; or (3) involves no specific limitations, but generally reduces the person's ability to expend energy in large quantities, such as would be required for heavy labour.

On the other hand, an occupational or vocational handicap is a condition which prevents a person from performing a particular job efficiently, such as lack of proper education, training, or ability to learn. The employer, or his personnel officer, should have "a clear understanding of the disabling condition in terms which have *occupational* significance." He should also study jobs, "so as to determine which particular physical activities and working conditions are present on any given job." This knowledge, coupled with an appraisal of the education, training, experience, personality and physical capabilities of a handicapped applicant will generally enable the placement officer to assign the man to a suitable job. In some cases, however, medical opinion may be desirable and industrial physicians and nurses can be of great assistance. "The function of industrial medicine is not to keep the physically impaired out of work, but rather to see that they are correctly employed."

The Bulletin concludes by asserting that "the successful employment of the disabled (handicapped) provides a fascinating challenge to employers and their staffs. Management every day copes with problems far more complex and difficult." Assistance may be obtained at any time from the Special Placements Division of the National Employment Service, the Rehabilitation Section of the Department of Veterans Affairs or the Rehabilitation Divisions of those Workmen's Compensation Boards with established programs.

UNION WINTER SCHOOL AT UNIVERSITY OF TORONTO

An important development in Canadian trade union education was recently recorded when the Canadian Congress of Labour conducted its first Union Winter School during the week of January 26, 1948, at the University of Toronto's Ajax Campus located at Pickering, Ontario.

Organized by the Congress Committee on Education in co-operation with the University of Toronto, through its Institute of Industrial Relations, the School brought together over 120 stewards, officers and other delegates representing unions affiliated to the Congress for a week of intensive training in labour problems. Each delegate was required to confine his attention exclusively to one of six courses comprising the curriculum. The courses and instructors were as follows:—

(1) *Economics and Union Policy*, given by Professor Lorne Morgan of the University of Toronto's Department of Political Economy. This course dealt with current economic problems and union policies relating to them.

(2) *Time Study*, conducted by Robert Kantor, time study expert on the Engineering Staff of the UAW-CIO. Designed for union time study stewards, this course considered the use and misuse of time studies and the manner in which they should be considered in collective bargaining.

(3) *Job Evaluation*, given by Sol Barkin, Research Director of the Textile Workers' Union of America. Students in this course considered various procedures being practised, the claims made for them and their general effect on collective bargaining and industrial relations.

(4) *Co-operatives*, given by C. J. McLanahan, National Education Director of the Co-operative League of the United States. This course investigated the economic basis of co-operatives and their growth and development.

(5) *Local Union Publicity*, under the direction of Robert Cruden, Publicity Director of the United Rubber Workers of America. This course described the preparation of leaflets and press releases, the manner of delivering a radio address and the editing of local newspapers and posters.

(6) *Psychology in Industrial Relations* conducted by Professor Farrell Toombs, research associate in Industrial Relations at the University of Toronto. Emphasizing the "human factor" in industrial relations, this course treated problems of a psychological nature which daily confronts trade unionists both in respect to their dealings with management and within their own groups.

In addition to their actual studies, the delegates were addressed throughout the week by a number of authorities from Canada and the United States on various phases of labour problems.

The Committee responsible for arrangements was under the chairmanship of Howard Conquergood, Director of the School. Other members of the Committee included: for the CCL, V. Calkins, J. Lenglet, C. Kidd, H. Rhodes, J. Mitchell, J. MacKenzie; for the University, Professor V. W. Bladen, Professor Farrell Toombs, R. H. Perry, Dean of Ajax Section, and A. Russell, Ajax administration.

Prior to the commencement of classes delegates were welcomed to Ajax by the President of the University of Toronto, Dr. Sidney Smith. Professor V. W. Bladen, Director of the Institute of Industrial Relations described its work and objectives for the delegates.

Pat Conroy, Secretary-Treasurer of the Canadian Congress of Labour, at a meeting held during the evening of the first day, told the delegates that the scope of the School's activities was something without precedent in Canada. Referring to the great responsibility of labour in the country's young and expanding economy, Mr. Conroy laid stress upon the need for the trade union movement to acquire an ever increasing amount of knowledge as a means of developing better trade unionists and consequently better Canadian citizens.

Victor Reuther, Educational Director of the United Automobile Workers of

America, CIO, described the activities of his union in establishing consumer co-operatives in and around the city of Detroit, and expressed the opinion that similar activities should be undertaken by all trade unions.

One of the notable events of the week's activities was a public meeting held in Convocation Hall on Thursday, January 29. Principal speakers were C. H. Millard, National Director, United Steel Workers of America, and Jas. Scanlon, special lecturer in Industrial Relations at the Massachusetts Institute of Technology who both delivered addresses upon the subject of "*Industrial Relations To-day and To-morrow.*"

Mr. Millard stated that the growth of trade unions had gained for workers a new sense of social status. Industrial relations to-day, he contended, must embrace many factors seemingly far removed from the administration of industrial enterprises entering into the process of collective bargaining. "Industrial relations to-day are certain to reflect economic conditions over which the workers as individuals have no control and which must be corrected through collective organized action." A primary factor contributing to industrial disputes, besides wages, was the more fundamental issue of recognition which during the last ten years, the speaker stated, seemed to cause breakdowns in negotiations and strikes in cases where the wage question was a minor issue. He

added that responsibility of unions and management toward the public interest had established the community as the final court of appeal in industrial relations.

Mr. Scanlon outlined what he considered to be the three steps in the field of collective bargaining as the organization of a union, the establishment of contacts with management, and discovery of mutual interests in bettering industry. It was in the latter sphere that management often failed to co-operate, he said. Failure on the part of employers to participate with the union in improving business was not only obstructing the realization of amicable industrial relations, but was proving a costly practice for management. Management schemes for increasing the efficiency of labour without the co-operation of the union were doomed to failure, he held. Fewer incentive schemes patterned for the individual and more labour-management co-operation was needed. The results would be surprising for most employers who have still to learn what efficiency of labour really means, the speaker concluded.

Other speakers who addressed meetings during the week included: W. J. Lochett, employer representative to the Ontario Labour Relations Board, and E. B. Jolliffe, K.C. School certificates were awarded to the delegates by A. R. Mosher, President, Canadian Congress of Labour at the closing meeting.

INTERNATIONAL LABOUR ORGANIZATION

Legislative Jurisdiction in regard to Recent Conventions and Recommendations

Under the constitution of the International Labour Organization, the Government of Canada is required to bring Conventions and Recommendations adopted at International Labour Conferences before the appropriate authority or authorities in Canada for the enactment of legislation or other action.

On February 16 the Hon. Humphrey Mitchell, Minister of Labour, tabled in the House of Commons the authentic text of Conventions and Recommendations adopted at the 30th Session of the Conference, held at Geneva in June and July,

1947. He also tabled a copy of Order in Council P.C. 287, setting forth the opinion of the Minister of Justice as to the legislative competence of the federal and provincial governments with respect thereto.

One of the Conventions (No. 81) and two Recommendations (Nos. 81 and 82) deal with the subject of labour inspection. The Convention provides for a system of labour inspection in industry and commerce, the purpose of which, as defined by the Convention, is to enforce labour legislation relating to conditions of work

and the protection of workers, to supply technical information and advice to employers and workers concerning the application of such legislation, and to report to the competent authority defects or abuses not specifically covered by existing law.

While stating that labour inspection should be under the supervision and control of a central authority, the Convention provides that "in the case of a federal state, the term 'central authority' may mean either a federal authority or a central authority of a federated unit."

According to the Order in Council,

The Minister of Justice is of the opinion that with respect to Convention No. 81 and Recommendations Nos. 81 and 82 concerning labour inspection the Provincial Legislatures are the competent authorities, except in relation to the Northwest and Yukon Territories and except as incidental to certain matters exclusive legislative jurisdiction in respect

of which is not assigned by the British North America Act to the Provincial Legislatures.

The other Conventions (Nos. 82 to 86) deal with labour conditions in non-metropolitan territories. The Minister of Justice is of the opinion that these Conventions "cannot fall within the legislative jurisdiction of the Provincial Legislatures."

Copies of the ILO texts, and of P.C. 287, have been transmitted to the provinces.

Maritime Conventions

The Minister of Transport, Hon. Lionel Chevrier, announced to the Trades and Labour Congress recently that among the amendments to the Canada Shipping Act to be introduced at the present session of Parliament, provision will be made for bringing Canadian legislation into conformity with standards laid down by certain International Labour Conventions.

31st Session of International Labour Conference

The 31st Session of the International Labour Conference will take place at San Francisco between June 17 and July 10, 1948.

The agenda will be heavy, comprising the following twelve items:—

- I. Director-General's Report;
- II. Financial and budgetary questions;
- III. Reports on the application of conventions;
- IV. Employment service organization (second discussion) and Revision of the Convention concerning fee-charging employment agencies, 1933;
- V. Vocational guidance (first discussion)
- VI. Wages:
 - (a) General report (preliminary discussion);
 - (b) Fair wages clause in public contracts (first discussion);
 - (c) Protection of wages (first discussion);
- VII. Freedom of association and protection of the right to organize (single discussion);
- VIII. Application of the principles of the right to organize and to bargain collectively, collective

agreements, conciliation and arbitration, and co-operation between public authorities and employers' and workers' organizations (first discussion);

- IX. Partial revision of the Night Work (Women) Convention, 1919, and of the Night Work (Women) Convention (Revised), 1934;
- X. Partial revision of the Night Work of Young Persons (Industry) Convention, 1919;
- XI. Substitution for the provisions of the Night Work (Women) Convention (Revised) 1934, and of the Night Work of Young Persons (Industry) Convention, 1919, contained in the Schedule to the Labour Standards (Non-Metropolitan Territories) Convention, 1947, of the corresponding provisions of the revising Conventions now proposed; and
- XII. Privileges and immunities of the International Labour Organization.

A number of Conventions and Recommendations may emerge from this Conference. On the other hand certain items will receive preliminary study only, and

will be considered again at a subsequent Session of the Conference.

This is in accordance with the ILO's procedure with regard to Conventions. Some subjects are given "single discussion" in which case they are disposed of at a single Conference by the adoption of a Convention or Recommendation if the delegates so decide. The more complex or controversial questions, however, are usually considered under the "double-discussion" procedure. In this case they are given "first discussion" at one Conference, following which a questionnaire is drawn up and Governments are consulted on the points at issue. At the next Conference "second discussion" takes place, and a Convention or Recommendation may be adopted.

Under item VI of the agenda for the San Francisco meeting, the Conference will for the first time have an opportunity to consider the whole field of wages policy in relation to economic and social policy. This will enable a Committee of the Conference to be set up to consider it, though not with a view to the adoption at the 31st Session of a Convention or Recommendation.

Two specific aspects of wages will be on the agenda under the "double-discussion" procedure, by means of which after a first discussion in 1948 the Conference may in 1949 adopt Conventions or Recommendations. These two topics are the fair wages clause in public contracts, and the protection of wages.

In regard to items VII and VIII, the subject of freedom of association and industrial relations received a general discussion at the Geneva Conference in 1947, having been placed on the agenda at the request of the Economic and Social Council of the United Nations (L.G., Nov., 1947, p. 1592). At that Conference a program of work was mapped out for future consideration of the subject. As a result, under item VII of the San Francisco agenda, the Conference will consider certain aspects of the subject, largely general principles, under "single discussion" procedure, with a view to the immediate adoption of one or more Conventions. Other, more detailed aspects of the subject will be considered under item VIII in accordance with "double-discussion" procedure, and will receive "first discussion" only at San Francisco.

Among the other items on the agenda, employment service organization received "first discussion" in 1947 and will now

receive "second discussion"; vocational guidance is on the agenda for the first time; and a number of Conventions are to be revised.

V.C. Phelan Chairman of Permanent Migration Committee

Canada has recently become a member of the Permanent Migration Committee of the ILO, and at the session of this Committee held in Geneva beginning February 23, Mr. V. C. Phelan, of the Department of Labour, was unanimously elected as chairman. Thirty-five countries are members of this Committee.

Among the subjects dealt with at this meeting of the Committee were: a proposed revision of the Migration for Employment Convention, 1939; a draft model migration agreement; the technical selection and trend of migrants; and the co-operation of the ILO in measures for the co-ordination of international responsibilities in the field of migration.

For most of the past year, Mr. Phelan has been in Europe as a representative of the Department of Labour, assisting in the selection of Displaced Persons for immigration to Canada.

Mr. L. Fortin, Department of Mines and Resources, was also a member of the Canadian delegation.

Pakistan and Syria Become ILO Members

Pakistan and Syria have joined the International Labour Organization, bringing the total of member countries to 55.

Both countries became members under that provision of the ILO's constitution which permits members of the United Nations to join the ILO simply by undertaking to accept the obligations of membership.

Pakistan's decision was communicated to Mr. E. J. Phelan, Director-General of the ILO, October 31. Syria's decision was communicated December 4.

962 Conventions Ratified

The total number of ratifications of the International Labour Conventions adopted by the ILO has reached 962, it was reported to the Governing Body at its 103rd Session.

In the period between the 102nd session in June and the 103rd meeting, 37 ratifications were registered.

BRITISH GOVERNMENT ASKS FOR VOLUNTARY INCOME STABILIZATION

The British Government has asked workers to refrain from pressing for wage increases at the present time and has warned against the inflationary effects of income rises of any sort. The General Council of the Trades Union Congress has accepted the principle of voluntary wage stabilization.

In a White Paper issued on February 4, the Government of the United Kingdom stated that in view of Britain's economic situation rises in wages or salaries should be asked for and agreed upon only in exceptional cases, and that there was no justification at the present time for increases in income from profits, rent or like sources.

"The nation's economic welfare," the Paper declared, "depends largely on our ability to make and sell the exports necessary to buy the imports we need to feed our people and keep our industry going. Our costs of production are of vital importance, and they depend to a considerable extent on the amount which industry has to pay in profits, salaries, and wages." If British prices were to rise in relation to world prices it would be impossible to buy all the imports needed.

The White Paper (entitled *Statement on Personal Incomes, Costs and Prices*) indicated that the Government was deeply concerned over recent increases in the cost of living and the mounting costs of production. Among the steps already taken to control inflation were the taxing of profits, the payment of subsidies on food-stuffs and other necessities, and the control of prices of essentials. "But if personal incomes are allowed to rise continuously none of these measures against inflation can be effective."

Four principles were listed "as a guide to all those whose deliberations and actions contribute to the settlement of the amount of personal incomes from whatever source."

(a) "It is not desirable for the Government to interfere directly with the income of individuals otherwise than by taxation. . . ."

(b) "In the view of the Government it is essential that there should be the strictest adherence to the terms of collective agreements. . . ."

(c) "In present conditions, and until more goods and services are available for the home market, there is no justification for any general increase of individual money incomes. Such an increase will merely raise costs of production, without making more goods available, and so can only have an inflationary effect. Unless accompanied by a substantial increase in production, it would drive up prices and charges, adversely affect pensioners, children, and other recipients of social services benefits, increase the money cost of our exports and so reduce their saleability, and by black market pressure make it almost impossible to operate the controls necessary in view of the continuing scarcity of supplies and manpower."

(d) "It does not follow that it would be right to stabilize all incomes as they stand to-day. There may well be cases in which increases in wages or salaries would be justified from a national point of view—for example, where it is essential in the national interest to man up a particular undermanned industry, and it is clear that only an increase in wages will attract the necessary labour. It does, however, follow that each claim for an increase in wages or salaries must be considered on its national merits and not on the basis of maintaining a former relativity between different occupations and industries."

The Paper continued: "It will be observed from these principles that there is no justification at the present time for any rise in incomes from profits, rent, or other like sources and that rises in wages or salaries should only be asked for and agreed upon in the exceptional cases mentioned above. On the other hand, if at some future time there should be a marked rise in the cost of living the level of those personal incomes which as a result became inadequate would need reconsideration."

A warning was issued that if remuneration were increased in any class of employment there could be no presumption that the resulting costs would be taken into account in settling controlled prices, charges, or margins.

Attitude of British Labour

The reaction of the Trades Union Congress to the program outlined in the White Paper was not immediately made known. At the end of 1947 the T.U.C. had expressed opposition to the imposition of specific limits and restrictions on wage increases, or to the establishment of any external body as a wage authority.

A fortnight after the issuance of the White Paper, however, the General Council of the T.U.C. announced its acceptance of voluntary wage control in conformity with the Government's stabilization policy, "on condition that the Government pursues vigorously and firmly a policy designed not only to stabilize but to reduce profits and prices."

The General Council is not in a position of authority over the unions affiliated with the T.U.C., but it recommended that unions take into consideration five qualifications as governing the acceptance of restrictions on requests for wage increases:—

(1) That collective bargaining and free negotiation be retained.

(2) That wage increases be granted on claims based upon increased output.

(3) That the necessity of adjusting the wages of workers whose incomes are below reasonable standards of subsistence be recognized.

(4) That the need of wage increases to attract workers into vital and undermanned industries be conceded.

(5) That wage differentials be safeguarded in important industries where such differentials are necessary to maintain standards of craftsmanship, training and experience.

In further explanation of its point of view on wage negotiations, the General Council stated:—

"It is the responsibility of individual trade unions to determine their own wages policy; but to do so for the time being solely from the standpoint of the considerations set out above.

". . . It is not practicable to propose that unions should actually withdraw all wage claims that have already been tabled or are the subject of current negotiations. . . . Executives (of affiliated unions) should examine all claims, including current wage claims, in the light of the General Council's interpretation of the White Paper principles, and for the purpose of bringing all claims into conformity with this statement."

Requests for wage increases covering some 4,000,000 workers were reported to be pending when the White Paper was issued.

COLLECTIVE BARGAINING IN BRITISH NATIONALIZED INDUSTRIES

Collective bargaining machinery is provided for in the statutes nationalizing four British industries.

Provisions for collective bargaining between the responsible authority and representatives of the workers concerned are contained in the four statutes of the United Kingdom which nationalized the coal mining, electricity, air transport and transport industries. Although the provisions are similar in many respects, there are significant differences.

All four statutes stipulate that machinery shall be established through which negotiations may be conducted with a view to reaching an agreement concerning conditions of employment and to encouraging discussion to promote the

safety, health and welfare of the staff and the efficiency of operation of the business of the authority.

Each Act provides that the authority must deposit with the Minister in charge of the particular industry and with the Minister of Labour and National Service copies of any agreements entered into.

The Coal Industry Nationalization Act, 1946, states:—

It shall be the duty of the (Coal) Board to enter into consultation with organizations appearing to them to represent substantial proportions of the persons in the employment of the Board. . . .

for the conclusion of agreements providing for joint machinery for the negotiation and settlement of the conditions of employment and for consultation on questions relating to the safety, health or welfare of the workpeople and the organization and conduct of the business. The normal responsibilities regarding industrial relations in the coal mining industry have been transferred from the Ministry of Fuel and Power to the Ministry of Labour and National Service.

The Civil Aviation Act, 1946, also contemplates the determination of conditions of work by negotiation and the joint discussion of health and safety questions.

The three air corporations set up by the Act are required, except in so far as they are satisfied that adequate machinery already exists, to "seek consultation" with any organization appearing to them to be appropriate for the conclusion of an agreement.

It may be noted, too, that the Civil Aviation Act provides that employees of privately owned undertakings furnishing air transport or doing other forms of aerial work are entitled to conditions not less favourable than those observed by the three public corporations except in so far as the conditions for employees of such an undertaking are regulated by any other

statute, or by a collective agreement or decision of a joint industrial council, which is for the time being in force. Any dispute as to the conditions is to be referred to the Minister of Labour or the Industrial Court.

Under the Electricity Act, Area Boards are set up and a North of Scotland Board, in addition to the Central Authority. The Act requires the Central Authority to conclude agreements with the appropriate organizations of workers concerning collective bargaining machinery and for the promotion of measures regarding safety and welfare. In exercising these powers, the Central Authority must consult the Area Boards and North of Scotland Board which are required to comply with any agreement reached.

In addition to the general collective bargaining provisions of the Transport Act, there is a special provision which establishes a Police Force Conference equally representing the British Transport Commission and members of the Police Forces of the Commission. To this Conference all questions concerning pay and conditions of service of members of these Forces are to be referred and in the event of disagreement a binding decision is to be given by the independent chairman.

POST-WAR STATUS OF BRITISH CO-OPERATIVES

British co-operatives by 1945 were reported to be serving about half the families in Great Britain. Restoration of war-damaged properties is still in process of completion.

The January issue of the *Monthly Labour Review*, published by the Bureau of Labour Statistics at Washington, contains the first of a series of four articles reviewing the position of the co-operatives of Britain and other countries of Western Europe during and since the second World War.

It is asserted that in spite of substantial losses of manpower and plant equipment the co-operatives not only survived, but have emerged in some respects in a better position than in pre-war days. "By the end of the war most of the bomb damage to property sustained in Great Britain had been patched up or restored, but lack of

materials has hampered complete restoration, or much physical expansion."

It is reported that goods of all sorts are either in short supply or are unobtainable and continue to be under Government control. Then too, "because co-operators had more money than ration coupons, their unspent money poured back into the co-operative movement in the form of deposits and new capital. In Great Britain, the consumers' co-operatives, all during the war, had no difficulty in obtaining whatever amounts of capital they needed. . . . Considering all the circumstances, co-operative membership held up well, registering steady increases in Great Britain. . . ."

War Damage to Physical Assets

Turning to the matter of the damage to physical assets as a result of bombing during the war, it is stated in the article that "some associations, which had been bombed over and over again, managed to repair or patch up the damage in the intervals. In the second battle of London in 1944-45, it was reported that at least 700 co-operative shops in that city were damaged by the 'flying bombs.'" Complete restoration of these damaged properties, or the carrying out of post-war plans for expansion have so far been impossible, largely because of shortages of building materials.

One direct result of the bombings was the movement of the co-operatives from the cities, where they were strong to the rural districts where they were relatively weak, and co-operative membership began to rise in spite of the steady decrease of the civilian population. Thus, "whereas, before the war, British co-operatives were only serving between a fourth and a third of the population, by 1945 (according to the report of the central board of the Co-operative Union) they embraced about half the families in Great Britain."

It is asserted that in the post-war period the business of the British co-operatives has continued to rise. "For 1946, it is estimated that a twelve per cent increase took place, representing a real increase in tonnage of goods sold, as there was almost no change in (retail) prices," as compared with the preceding year. However, the "average purchases per member" did not appear to have increased and "the relative increases in trade at the department and chain stores were greater than that shown in co-operative trade."

Nearly all of the co-operative factories that had been requisitioned by the British Government for the production of war materials had been returned by mid-1946, it is stated, and were again producing for the co-operatives. Some expansion had taken place and more was planned.

Business of Retail Societies

According to the (British) *Ministry of Labour Gazette* for December, 1947, the number of co-operative societies, engaged mainly in retail distribution in Great Britain remained practically constant during the years 1944, 1945 and 1946. The number in the latter year was 1,129, one more than in 1945 and four more than in

1944. The total membership of such societies grew from 9,110,000 in 1944 to 9,574,000 in 1946. Sales increased from £347,174,000 in 1944 to £356,490,000 in 1945 and to £394,590,000 in 1946. The total assets of the retail societies for the three years were, respectively: 1944, £332,628,000; 1945, £358,820,000; 1946, £379,469,000.

The number of employees engaged in retail distribution in 1946 was 202,000 (107,000 males 18 years and over, 55,000 females over 18 years and over 40,000 persons under 18 years). The amount paid in salaries and wages was £39,747,000.

Wholesale Societies

The number of wholesale societies during the same three-year period was: for 1944, 148; 1945, 161; and 1946, 172. The membership of the wholesales also showed a steady increase. In 1944, it stood at 30,000; in 1945, 43,000; and in 1946, it had increased to 52,000. Sales followed a similar upward trend. Thus in 1944, the total stood at £236,390,000; in 1945, £237,703,000; and in 1946, £267,381,000. Salaries and wages paid by the wholesales amounted to £13,131,000 in 1944; £13,616,000 in 1945 and £16,839,000 in 1946. The total assets of the wholesales were: 1944, £214,719,000; 1945, £235,961,000; and in 1946, £255,868,000.

It is pointed out that in considering the sales for both the retail and wholesale productive societies, "it should be borne in mind that the sales of the wholesale societies, in the main, are made to the retail societies for resale to their members, and that, in consequence, any aggregation of the figures would be misleading."

Owing to the difficulty in obtaining accurate figures relating to the cost of materials used, particulars relating to the tea estates in India and Ceylon belonging to the English and Scottish Joint Co-operative Wholesale Society, Limited, have been omitted. In 1946, the gross value of goods produced on these plantations was £664,647.

Production Societies

The total net value of production reported by all British co-operative societies (wholesale and productive and also retails engaged in productive activities) is given as follows: 1944, £33,783,000; 1945, £34,737,000; and 1946, £38,889,000.

It is pointed out that in addition to the production and distribution of commodi-

ties, services of a varied character are provided by the distributive societies and also by societies separately registered for those purposes. The more important of these services are banking, insurance and laundering.

Co-operative Services

The Co-operative Wholesale Society, Limited, has a banking Department that provides all banking services and conducts the banking business of almost all the societies in the co-operative movement in England and Wales. The total number of accounts for the years 1944-1946 (including those of co-operative societies, trade unions, clubs, other mutual organizations and individuals), as reported by the *Ministry of Labour Gazette* was: 1944, 87,909; 1945, 94,068; 1946, 102,509. The assets of the banking department rose steadily during the three years under review. Thus, in 1944 they stood at £217,894,789; in 1945 they were increased to £236,410,803; and in 1946, to £259,625,997.

The Co-operative Insurance Society, Limited is owned jointly by the Co-operative Wholesale Society, Limited and the Scottish Co-operative Wholesale Society, Limited. It carries on extensive business in all branches of insurance with the exception of marine risks. The total premiums collected by its industrial branch, collective life branch and other branches in 1944, amounted to £13,150,918; in 1945, to £14,697,411, and in 1946 to £16,832,635.

Many retail societies undertake laundering, but others have combined to form separately registered federal laundry societies to provide such services in the areas

covered by the retail societies concerned. At the end of 1946, there were 17 such societies. The total charges for laundry work done for each of the three years, 1944, 1945 and 1946 were respectively: 1944, £2,414,034; 1945, £2,353,196; and for 1946, £2,322,756.

Among the other activities of British Co-operatives are the trading societies in agriculture and fishing. These are divided into four groups each with its special functions: (1) Requirements Societies, whose principal function is to supply their members with seeds, fertilizers and utensils or machinery for agriculture; (2) produce societies, which are concerned with the marketing of members' agricultural produce; (3) farming and growing societies, which themselves undertake growing operations; (4) Fishermen's societies, which supply fishing gear to, and market fish on behalf of their members. There was a total of 452 such societies in 1944, having a membership of 160,150; in 1945, there were 451 societies with a membership of 168,106; and in 1946, there were 457 societies with a membership of 176,948.

There were in all, at the end of 1946, 704 service societies, which supplied their members with some service connected with agriculture, such as the provision of small holdings and allotments, credit, threshing facilities and cattle insurance. The total membership was 191,000 in 1946, compared with 189,000 members of 703 societies at the end of 1945. The most important of these are reported to be the small holdings and allotment societies. At the end of 1946, tenants of these societies numbered approximately 80,000.

FACTORS AFFECTING EMPLOYEE MORALE

A study was carried out recently by the U.S. National Industrial Conference Board with a view to finding out the factors which workers consider to have the most important effect on their attitude towards work and company.

The results of a study aimed at finding out directly from employees the factors they consider most important in their relationship to their job and their employer

are contained in a recent report of the United States National Industrial Conference Board entitled *Factors Affecting Employee Morale*.

The Board polled several thousand workers in half a dozen establishments. A form was distributed which listed 71 factors. Each employee was asked to go through the entire list and select the factor he felt was most important to him. He was then asked to proceed through the list again and select the second most important factor. This process was repeated until he had made five selections. All employees were encouraged to depart from the list if the factors itemized appeared inadequate. They were also urged not to identify themselves.

The Board also polled the top policy-making executives in the co-operating companies, and a number of labour leaders, asking them to predict the rankings that would be assigned to the various factors by the participating workers.

Of the 71 factors, "job security" was selected by the largest number of the co-operating employees in each of the six companies as the foremost factor affecting their attitude toward work and company.

This factor, which was selected as most important by 30.6 per cent of the employees polled, was however ranked second in the predictions of both executives and labour leaders, who anticipated that "compensation (base pay)" would be the first choice of the workers. This factor was ranked first by only 8.7 per cent of the co-operating employees.

"Type of work" was the factor ranked first by the next largest group of employees, 7.2 per cent, followed by "opportunities in the company for advancement," 4.7 per cent, "profit-sharing plans," 3.8 per cent, "supervisors' temperament and personality," 3.5 per cent, "vacation and holiday practices," 3.3 per cent, "practice of informing you of your job status (both of your success and failures)," 3.1 per cent, and "physical working conditions (on the job)," 3.1 per cent. About 50 factors were ranked first by one or more of the workers polled.

When the factors were tabulated by frequency of mention among the first five selections (rather than by frequency of receiving first-place ranking), differences in the order of rating were noted. Under this method of tabulation the order of frequency of mention of the more important factors was as follows:—

	Per Cent
Job security—employment stabilization	44.7

	Per Cent
Opportunities in the company for advancement	30.7
Compensation (base pay).....	27.9
Employee financial benefits, such as group life insurance, sickness insurance, and pensions.....	24.4
Practice of informing you of your job status (both of your success and failures)	19.2
Type of work.....	18.5
Vacation and holiday practices.....	16.4
Supervisors' temperament and personality	16.3
Profit-sharing plans (excluding employee savings plans).....	15.7
Physical working conditions (on-the-job)	14.4
Company's attitude toward employees (its interpretation of policies—whether liberal or conservative)..	13.6
Total hours worked per day per week	11.7
Employee feeding facilities (restaurants, lunch rooms, cafeterias, canteens, mobile kitchens).....	11.2
Practice of hiring outsiders for responsible jobs vs. "promotion from within"	11.1
Company medical and health programs	10.4
Quality of supervision.....	10.4
Employee merit or performance rating (an organized and systematic method of appraising your performance)	10.1

Variation in Selections

"One of the most striking results of the survey," according to the report, "is the wide variation in the factors chosen by the co-operating employees. Factors considered of primary importance by some of the participants do not appear at all among the top ranking of others."

This variation, the report comments, "seems to re-emphasize the fundamental principle of modern personnel administration that every individual is unique."

The employees covered by the survey averaged about one-third clerical to two-thirds non-clerical in their type of job.

"Job security" was assigned top ranking by the largest number of employees in both clerical and non-clerical jobs; and "compensation" was also high on both lists.

Of the co-operating employees, however, the survey indicated that many more clerical workers than non-clerical workers believed that the following factors had a predominant effect on their attitude towards their job and company: "opportunity in the company for advancement;" "type of work;" "practice of informing you of your job status (both of your success and failures);" and "company's attitude toward employees (its interpretation of policies—whether liberal or conservative)."

On the other hand, the factors which were of primary importance to a relatively larger number of non-clerical workers include the following: "compensation;" "vacation and holiday practices;" "physical working conditions (on-the-job);" "supervisors' temperament and personality;" "profit-sharing plans (excluding employee savings plans);" "employee financial benefits, such as group life insurance, sickness insurance and pensions."

Both male and female workers were in agreement on the top-ranking importance of "job security," "compensation," and "type of work." Beyond these factors, the major difference appeared to be that men showed more interest in "opportunities for advancement," whereas women emphasized "physical working conditions (on-the-job)," "supervisors' temperament and personality," and "practice of informing you of your job status (both of success and failures)."

Workers over 50 as well as workers in other age groups considered "job security" the most important factor. Employees in the older age group however assigned top ranking to "compensation" much less frequently than those in the younger groups.

"Critical interest in time off for vacations and holidays increases sharply with age," the report states. Older workers are also more concerned than younger employees with employee financial benefit schemes, and with the supervisor's temperament and personality. "A significantly large percentage of the oldest employees indicated a conviction that labour unions have an important effect on their attitudes toward their job and company."

On the other hand, older workers were less interested than younger workers in opportunity for advancement and in the type of work in which the employee is engaged.

Limitations of the Survey

The report warns that considerable care should be exercised in attempting to interpret or apply generally the results of the survey. It was not possible to measure accurately the degree of frankness of the replies nor the amount of care with which the forms were filled out. "There is also the possibility that the wording of the various items did not convey exactly the same meaning to all of the participants." Again there is doubt as to the accuracy with which participants were able to isolate individual factors from a large number in a "total complex situation." It was not possible to determine whether participants selected the various factors because of a high degree of satisfaction or because they felt disgruntled.

Conclusions

"The comparatively wide-spread importance assigned to job security by the co-operating employees lends considerable weight to the belief that job security is the heart of the labour relations problem," the report states.

Related to the fear of loss of employment is the fear of disability through illness or old age, the importance of which is evidenced by the fact that "employee financial benefits" was included among the top five by a quarter of all co-operating employees.

The report emphasizes the desirability of the practice of informing the employee of his job status, both success and failures, and of developing an atmosphere wherein "the satisfactory employee can most effectively be assured that he has the general approval of his supervisor." In this connection the report suggests the advantages to companies of putting into writing their over-all policies, establishing channels of authority, responsibility and communication, and developing clear-cut job analyses and standards of performance.

"Where security is achieved and the employee is stimulated by effective leadership, efficiency increases through the willing application of the worker to the job. After successfully developing a reasonable sense of security among their subordinates, many executives report not only a noticeable increase in uninterrupted effort but also a tendency for the individual to develop and improve his own abilities."

LABOUR AND INDUSTRY IN ONTARIO

Plans for new industrial construction of a record value were approved by the Factory Inspection Branch of the Ontario Department of Labour during the fiscal year 1946-47. In spite of the high level of production a reduction of 20 per cent was noted in the number of industrial accidents. Almost 29,000 inspections were made during the year in connection with the protective legislation administered by the Department.

The twenty-eighth report of the Department of Labour for Ontario for the fiscal year ending March 31, 1947, presents summaries of the activities of the several Branches and Boards that are under the administrative jurisdiction of the Department.

Factory Inspection Branch

The annual report of the Factory Inspection Branch points out that the number of industrial accidents reported during the year was approximately twenty per cent lower than during the preceding twelve months. The reduction was noted in all classes of industry except lumbering where a slight increase was recorded. Special reference is made to a reduction of about thirty per cent in the number of reportable accidents in the metal trades.

It is stated in the report that the trend toward shorter daily and weekly working hours was continuing. Inspections made of industries during their peak seasonal periods working in excess of the 48-hour week, were working on seasonal permits issued by the Industry and Labour Board. However, the trend toward shorter working hours resulted in a reduction in the number of overtime permits issued for the employment of women later than 6.30 p.m. Overtime permits were issued to 373 firms during the fiscal year ending March 31, 1947, as compared with 530 firms the preceding fiscal year. It is reported that in order to maintain industrial production there was a wider use of the double-shift permit, which allowed the employment of women in factories on two shifts, neither to exceed eight hours. Some 200 firms used those permits, as compared with 108 a year earlier.

Child Labour.—The report states that the problem of child labour was not a major one during the year. There were only 73 cases of alleged violations of the section of the Act prohibiting child labour, as compared with 238 in 1945-46 and 444 in 1944-45. The violations were due mainly to false statements of age made by young persons and carelessness of employers in checking these statements.

Home Work.—During the year 524 employers' permits were issued to different firms authorizing them to give out work to be done in homes at rates approved by the Industry and Labour Board. Home-workers' permits were issued to 2,302 persons undertaking manufacturing or assembling of household articles, or articles of wearing apparel. Premises where such work was being done were inspected to insure that conditions were satisfactory.

Buildings Approved.—The estimated value of buildings approved by the Factory Inspection Branch during the year was \$57,757,600. In all, the plans of 1,199 new factories, shops and office buildings, or additions and alterations to such buildings, were approved during the year. This was a considerable advance over any previous year in the Branch's records. In 1929, the next highest year, the total value of approved construction was \$35,237,150, or \$22,520,450 less than for the fiscal year, 1946-47. The report states that the metals industries had the largest number of plans approved, namely 298, having a value of \$8,937,000. The value of buildings approved for the paper trades was \$9,236,200; was the largest in the classification, but covered only 31 plans.

Among other large building developments in order of value were:—

Offices, 43 plans.....	\$6,675,300
Food industries, 122 plans.....	\$6,505,200
Chemical industries, 135 plans.....	\$6,362,500
Printing and Publishing, 33 plans.....	\$3,128,200
Textile industry, 36 plans.....	\$2,801,900
Garages, 96 plans.....	\$2,424,200

Inspection Statistics.—The total number of inspections made in the fiscal year 1946-47, showed a slight decline from the preceding year:—

Factory Inspection Branch:

	1946	1947
First inspection	17,070	18,219
Second inspection	5,604	4,175
Visits <i>re</i> fruit camps.....	42	23
	<hr/>	<hr/>
	22,716	22,417
	<hr/>	<hr/>
Apprenticeship Branch	1,158	1,178
Industrial Standards Branch	361	327
Main Office	1,169	2,938
Minimum Wage Branch....	384	512
Operating Engineers' Branch	773	355
Steam Boiler Branch.....	2,346	963
	<hr/>	<hr/>
	6,191	6,273
Totals	28,907	28,690

In addition, there were investigations of accidents and the usual visits, office calls and conferences incidental to inspections.

The number of orders issued relating to various requirements of The Factory, Shop, and Office Building Act totalled 11,050, as compared with 17,017 during the preceding year.

Employees in the inspected industries, mercantile establishments and office buildings numbered 494,983.

Violations and Complaints.—Violations of the acts in the enforcement of which the inspectors have responsibility totalled 3,248, an increase of 660 from the previous year. Most of the violations of the Minimum Wage Act "were cases of carelessness on the part of employers in neglecting to keep minimum-wage cards posted in their establishments."

Complaints received during the fiscal year numbered 127. Upon investigation, sufficient grounds for complaint were found in 73 cases; insufficient grounds in 52 cases and two cases concerned matters not under the jurisdiction of the Factory Inspection Branch. Some investigations covered more

than one complaint. Subjects of complaints were as follows:—

	1946	1947
Adolescents	8	17
Child labour	14	14
Dust	3	8
Elevators	6	6
Fire hazards	6	3
Fumes	9	8
Guarding machinery	6	3
Lack of heat.....	13	12
Long hours	15	13
Lunch period	3	—
Lunch and Dressing rooms....	2	1
Miscellaneous	23	17
Multiple	5	1
Exits	3	1
Sanitation	11	5
Toilet accommodation	16	14
Ventilation	3	4
	<hr/>	<hr/>
Totals	146	127

Three charges were laid against one employer under the Factory, Shop and Office Building Act for the employment of females in his restaurant later than 2 a.m. Convictions were recorded on each charge and fines assessed.

Accidents.—During the year 10,977 accidents were reported to the Factory Inspection Branch as compared with 13,466 in 1946. Forty-two of the accidents proved fatal, as compared with 62 for the preceding year, and 601 of the total accidents happened to female workers.

Board of Examiners of Operating Engineers

The Board issued 18,815 certificates during the year, of which 18,486 were to operating engineers and 329 for plant registration certificates. A total of 3,402 candidates wrote examinations, 1,840 at the Toronto office and 1,562 at outside centres, which is the largest number to be recorded within a single year, and an increase of 920 over the preceding twelve months. The inspector of the Branch made 731 inspection calls during the year. There were 250 cases of violation reported and proceedings were instituted in each case "for adjustment to comply with the regulations."

Boiler Inspection

During the fiscal year, 840 designs and specifications were surveyed for the construction of boilers and pressure vessels.

There were 69 designs rejected or returned to manufacturers for revision. As a number of small firms commenced the production of small welded boilers during the year, there was an increase of 152 per cent in the number of plants visited and welding operators examined as compared with the preceding year. The total number of annual inspections of uninsured boilers was 2,975 and of uninsured, unfired pressure vessels 4,760. The number of certificates issued by the Branch was 3,482.

Conciliation

The conciliation staff of the province of Ontario consists of a Chief Conciliation Officer and two assistants. During the fiscal year (1946-47) three federal labour relations officers co-operated with the Branch in carrying out the various duties coming under its jurisdiction.

There were 185 conciliation cases referred to the Branch in the fiscal year ending March 31, 1947. In 74 of these cases certification had been granted to the bargaining committees of various unions, but the parties were unable to reach an agreement within the stipulated 31-day period as provided by P.C. 1003. In 29 of these cases, the conciliation officer appointed was able to effect a satisfactory agreement between the parties concerned. One case was pending at the end of the fiscal year and, in the other 44 cases, boards of conciliation were recommended and established. The report shows that 52 cases were handled under P.C. 4020, where it was alleged that employees had been dismissed for union activity or union membership. As a result of investigations commissioners were appointed in 26 cases, who made their reports direct to the Minister of Labour. In eight of the remaining 26 cases the employees were immediately reinstated and wages paid in full for time lost. Of the other 18 cases, some were withdrawn, some were settled by mediation and, in a few cases, the conciliation officer reported that he had not been presented with sufficient evidence to warrant the appointment of a commissioner.

Arbitration.—The report points out that nearly every agreement signed between union and management provides for arbitration as the final step of the grievance procedure and for the appointment of an arbitrator by the Minister. In cases where agreements do not include such a provision it is necessary for officers of the Branch to act in this capacity upon the joint

request of employers and employees. During the year 32 cases were handled, involving 110 grievances. In all of these cases the decision of the arbitrator was accepted.

Plant Votes.—There were 40 plant votes conducted during the year. Of these, 32 came from the Ontario Labour Relations Board and eight as a result of joint requests from the employers and the unions involved. In all, 6,794 employees were involved in these plant votes and agreements were completed in all cases.

Strikes.—The services of the Branch were requested in 44 strikes, which involved 19,379 employees and resulted in a time-loss of 482,245 working days.

Industry and Labour Board

Hours of Work and Vacations.—It is pointed out in the report that every employee granted a vacation with pay under the Hours of Work and Vacations with Pay Act is entitled to receive a minimum of two per cent of his total earnings. Amendments to the Act passed in the 1947 Session of the Legislature of Ontario (1) authorize an employer to determine the period when each of his employees may take the vacation, but such period shall not be later than ten months after the conclusion of the working-year; (2) authorize the making of regulations providing for the payment of vacation credits on a *pro rata* basis to an employee who does not complete a year of employment with an industrial undertaking for a system of vacation-with-pay credit stamps; (3) provide that in addition to the penalty imposed on any employer for failure to grant a vacation with pay to any employee, the magistrate may order the employer to pay to such employee an amount equal to the pay he would have received for such vacation, or the amount to which he would be entitled under the regulations.

Apprenticeship.—The report states that the fiscal year, 1946-47 was one of increased opportunities and responsibilities for the Apprenticeship Branch. There was a large increase in the registration of apprentices and a very large number of placements of discharged members of the Armed Forces in trades designated under the Apprenticeship Act.

In the building trades, the increased registration in 1946-47, created larger school-training classes and "in January, 1947, there was the largest group of apprentices ever to be provided with

school training" (in Ontario). In 1946, there were 513 building-trade apprentices in school, whereas in 1947 accommodation was provided for 719 apprentices. To provide for the increase, accommodation was obtained in rehabilitation training centres.

During the fiscal year only four apprentices were registered in the barbering trade. The one civilian school for barbers in Ontario trains about 50 barbers annually. This, however, is not sufficient to supply enough adequately trained replacements. However, rehabilitation centres have trained a large number of ex-service men. In all, 192 passed through the schools and were placed in jobs for further training. The report states that if it were not for the men trained in rehabilitation schools, there would be a shortage of barbers. Consequently, the Board did not give favourable consideration to the petition of the Master Barbers asking for compulsory certification of qualification.

The definite shortage of skilled mechanics in numerous trades increased the interest of employers in trade training and apprenticeship. It is asserted in the report that "rehabilitation training centres have demonstrated the possibilities and benefits which may be available to those desiring to learn trades."

The total registration of apprentices for all trades during the year was 7,350. There were 1,590 cancellations during the year; 3,400 completions and 2,360 were active at the end of the fiscal year. These numbers compare with 6,496 registrations; 1,347 cancellations; 3,109 completions and 2,040

active at the end of 1946. Discharged members of the Armed Forces taking courses in Ontario Training Institutes in the building trades, motor vehicle repairing, barbering and hairdressing as at March 31, 1947, numbered 1,510.

Minimum Wages.—Wage returns were obtained from 21,949 firms employing 703,927 workers, including 221,883 females. The report gives statistics of weekly wage rates for women and girls in the various industrial groups.

The Minimum Wage Branch ordered increases in wage rates for 23 employees in 14 establishments, collected \$14 in arrears of wages, received 4 complaints of failure to pay the required minimum wage rates, and undertook no prosecutions.

Applications for approval of rates of home work were submitted by 449 employees. Permits to employers authorizing the employment of handicapped workers at rates lower than the prescribed minimum rates were issued to 26 employers affecting 35 employees.

Ontario Regional War Labour Board

On December 1, 1946, the Wartime Wages Control Order, P.C. 9384, as amended, was revoked by the Dominion government and from then until the end of the fiscal year the Board completed its outstanding business. During the five-year period in which wage control was effective, the Regional War Labour Board for Ontario disposed of almost 60,000 applications.

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

INDUSTRIAL DISPUTES AND CONCILIATION

A strike began in the deepsea dry cargo shipping industry on March 3. Federal conciliation was in process in regard to the renewal of collective agreements in certain sections of the inland shipping industry, and in connection with wage demands and other matters in the railway industry, and the air transport industry.

Introduction

During February the Minister of Labour and officers of the Industrial Relations Branch kept closely in touch with disputes between the various deepsea shipping companies operating dry cargo vessels from the East and West Coasts and the three Maritime unions representing their deck, engineer and radio officers. No attempt was made to intervene in the direct negotiations, held at Vancouver, upon the recommendations contained in the report of Mr. Justice D. A. McNiven as Industrial Disputes Inquiry Commissioner, which was reproduced in the last issue of the *LABOUR GAZETTE*. As reported elsewhere in this section, the negotiations were broken off at the end of the month and strike action was resorted to on March 3.

Inland shipping also received attention during the period under review despite the fact that it was the "off season" for navigation. As reported in a previous issue, the Minister of Labour appointed a Conciliation Officer during January to deal with applications for intervention received from the Canadian Seamen's Union with a view to the renewal of collective agreements covering unlicensed personnel employed on vessels owned and operated by Canada Steamship Lines, Limited, Montreal, P.Q., and Sarnia Steamships, Limited, and Colonial Steamships, Limited, both of Port Colborne, Ont. In each case, the Conciliation Officer was unable to resolve the differences between the parties for the reason that the management could not be induced to meet with the representatives of the employees, and recommended that a Conciliation Board be appointed on the ground that such action might facilitate an agreement.

In the cases affecting the Colonial and Sarnia companies the Minister of Labour established Conciliation Boards on February 6 and invited the parties to nominate their representatives. The two companies, which have identical management, refused to submit nominations, taking the stand that they had "no quarrel with the seamen and unionism" but would not "negotiate with a Communist group." In the absence of any recommendation, the Minister of Labour on March 2 appointed Mr. J. D. McNish, K.C., of Toronto, to represent the two companies, and at the same time, upon the nomination of the employees as represented by the Canadian Seamen's Union, appointed Mr. Irving Himel, of Toronto, to act on behalf of the applicants.

In the case affecting Canada Steamship Lines, Limited, following the approval of intervention under the Wartime Labour Relations Regulations and the appointment of a Conciliation Officer, the Company, through its solicitor, challenged the authority of the Board to intervene. It claimed that the provisions of the Regulations as to intervention applied only in the case of certified unions, and that, on the other hand, where a company has made an agreement with a union which has not been certified as bargaining agent, the ordinary rules of contract must be applied, without any "superimposed right of renewal, such as that derived from certification under the Regulations." In view of this objection by the solicitor of the Company, the Wartime Labour Relations Board (National) considered the question of intervention at a meeting on March 4. Although argument was invited from both Canada Steamship Lines, Limited, and the Canadian Seamen's Union, only the union appeared to make

representations. Later, the Board confirmed the action of its executive committee in granting the application for intervention, and on March 5, the Minister of Labour established a Conciliation Board and asked for nominations from each of the parties. During the period under review copies of collective agreements covering the unlicensed personnel of three inland shipping companies for the 1948 navigation season were received. In each case the union concerned was the Canadian Seamen's Union and the employers were the Upper Lakes and St. Lawrence Transportation Company, Quebec and Ontario Transportation Company, Limited, and Canada Cement Transportation Company, Limited.

Other important developments of the period under review were the complete constitution of two Conciliation Boards in the matter of disputes between various railway companies and groups of their employees, to which reference was made in the last issue of the *LABOUR GAZETTE*. Hon. Mr. Justice J. C. A. Cameron, a member of the Exchequer Court of Canada in Ottawa and a former Alternate Chairman of the National War Labour Board, was appointed to act as Chairman in each case. In the dispute involving fifteen international railway labour organizations and the Canadian National Railways, Canadian Pacific Railways, their jointly and separately owned subsidiaries, the Ontario Northland Railway, and the Toronto, Hamilton and Buffalo Railway, the Conciliation Board was fully constituted on February 24, the representatives of the employers and employees being Messrs. M. M. Porter, K.C., of Calgary, and M. W. Wright, of Ottawa, respectively.

In the second carriers' case involving 38 railway wage groups, represented by the Canadian Brotherhood of Railway Employees and Other Transport Workers, and the Canadian National Railways, Canadian Pacific Railway Company, their

jointly owned or operated properties, and the Ontario Northland Railway, the Conciliation Board was fully set up on March 1, with Messrs. Paul S. Smith, K.C., and Samuel Baron, both of Montreal, representing the employers and employees respectively.

As previously reported, each of the railway Conciliation Boards will be called upon to deal with demands for wage increases of 35 cents per hour made on behalf of the employees by the labour organizations involved. In addition, by mutual agreement reached between the parties during February, the issues in dispute in the case affecting the Canadian Brotherhood of Railway Employees and Other Transport Workers were expanded to include matters relating to payment for statutory holidays, sick pay, union security, check-off, and further revision in the wage rates of several categories of labour.

Another Conciliation Board of considerable interest which was fully constituted during February was one established to deal with a dispute between Trans-Canada Air Lines and the Canadian Air Line Pilots' Association. The Board will have as its Chairman Hon. Mr. Justice J. E. Adamson, of Winnipeg, while Messrs. R. D. Guy, K.C., and J. J. Kelly, of Winnipeg, will represent the employer and employees respectively. The dispute involves demands for an increase of 30 per cent in the salaries of some 287 pilots, and for other concessions relating to moving expenses, vacations with pay, and the bidding rights of first officers in the filling of vacancies.

Conciliation officers were appointed to intervene in two disputes, the parties to which are listed below in the section dealing with "Conciliation Proceedings under the Wartime Labour Relations Regulations". Each of these cases involves demands for substantial wage increases together with other changes in existing collective agreements.

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

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

During the war and its aftermath, the Dominion Wartime Labour Relations Regulations (P.C. 1003) of February 13, 1944 (which suspended the Industrial Disputes Investigation Act, enacted first in 1907), have required employers to negotiate with the representatives of their employees and

provided machinery for the settlement of disputes.

At the present time the Regulations apply only to industries within the legislative authority of Parliament, including navigation and shipping, lines of steam or other ships, railways, airlines, canals, telegraph, telephone and radio communication, ferries, and works situated in a province but which have been or may be declared by Parliament to be for the general advantage of Canada or two or more provinces. Jurisdiction over

war industries and industries within the scope of certain provinces which entered into wartime agreements with the Dominion has now reverted to the provinces. (A summary of the present position with respect to labour relations legislation in Canada appears in the July issue of the *LABOUR GAZETTE*, pp. 940-43.)

The Regulations, which were issued under the authority of the War Measures Act, are continued in effect under the continuation of the Transitional Measures Act, 1947. A bill incorporating many of the features of the Regulations, with modifications and additions, was introduced in the House of Commons on June 17, 1947, but was allowed to stand over until the next session of Parliament (L.G., July, 1947, p. 923, Aug., p. 1102).

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

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

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

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

Conciliation proceedings are also provided through the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act. This Act empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together and to appoint a conciliator or arbitrator when requested by the parties concerned.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton. The territory of the officer resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and the officer resident in Fredericton, represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Applications for Certification Under Wartime Labour Relations Regulations

The Wartime Labour Relations Board (National) did not meet during the month of February. During the month the Board received eighteen applications for certification of bargaining representatives.

Applications for Certification Received During the Month of February, 1948

Quebec Longshoremen's Union Local No. 1, on behalf of longshoremen employed by:—

1. Albert G. Baker, Limited;
2. Canadian Import Company;
3. Canadian Pacific Steamships Limited;
4. Canadian National Steamships;
5. Cunard White Star Limited;
6. County Line Limited;
7. Manchester Liners Limited;

8. Ocean Dominion Steamship Corporation;
9. Paquet and Sons Limited;
10. Anglo-Canadian Pulp and Paper Mills Limited;
11. William G. McCauley;
12. Robert Reford Company Limited;
All of Quebec, P.Q.
13. *International Brotherhood of Electrical Workers, Local No. 1580*, on behalf of operators, technicians and engineers up to but not including the chief engineer employed by *Fundy Broadcasting Company (Radio Station CFBC), Saint John, N.B.*
14. *International Brotherhood of Electrical Workers Local No. 1580*, on behalf of operators, technicians and

- engineers up to but not including the chief engineer employed by *N.B. Broadcasting Company Limited (Radio Station CHSJ), Saint John, N.B.*
15. *Quebec Ship Labourers Benevolent Society*, on behalf of longshoremen employed by Various Shipping Companies, represented by *Shipping Federation of Canada Inc., Montreal, P.Q.*
 16. *Brotherhood of Maintenance-of-Way Employees Local 975*, on behalf of maintenance-of-way employees, switch and signal operators employed on the *Montmorency Division of the Quebec Railway, Light and Power Company, Quebec, P.Q.*
 17. *Order of Railroad Telegraphers Local 103*, on behalf of train despatchers, station agents, assistant agents, relief assistant agents and relief telegraphers employed on the *Montmorency Division of the Quebec Railway Light and Power Company Limited, Quebec, P.Q.*
 18. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees*, on behalf of clerks, timekeepers, assistant timekeepers, accounting clerks, comptometer operators, stenographers, etc., employed in the stenographer's office of the general accountant, *Angus Shops, Canadian Pacific Railway Company, Montreal, P.Q.*

Conciliation Proceedings Under the Wartime Labour Relations Regulations

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

Assignment of Conciliation Officers

During February, 1948, Conciliation Officers were assigned to confer with the parties in an effort to effect an agreement in the following cases:—

Various Grain Elevator Companies, represented by Lakehead Terminal Elevator

Association, and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC). H. S. Johnstone, Conciliation Officer.

Western Canadian Greyhound Lines Ltd., and Division 1374, Amalgamated Association of Street, Electric Railway & Motor Coach Employees of America (AFL-TLC). R. H. Hooper, Conciliation Officer.

Boards Established

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

*Canadian National Railways and the Canadian Pacific Railway Co., and certain of their jointly owned and/or operated properties and Ontario Northland Railway, and Canadian Brotherhood of Railway Employees & Other Transport Workers (CCL). H. R. Pettigrove, Conciliation Officer. (L.G., March, 1948, p. 174.)

Colonial Steamships Ltd., and Canadian Seamen's Union (TLC). F. J. Ainsborough, Conciliation Officer. (L.G., March, 1948, p. 174.)

*This Board was fully constituted on March 1, with the appointment of the Honourable Mr. Justice J. C. A. Cameron, Ottawa, as Chairman of the Board, in the absence of a joint recommendation by the other two members of the Board, Paul S. Smith, K.C., and Samuel Baron, both of Montreal, appointed on the nomination of the employers and employees respectively.

Sarnia Steamships Ltd., and Canadian Seamen's Union (TLC). F. J. Ainsborough, Conciliation Officer. (L.G., March, 1948, p. 174.)

Boards Fully Constituted

Various Canadian Railways. The Conciliation Board established to deal with a dispute between the Canadian National Railways and the Canadian Pacific Railway Co., and their jointly and separately owned subsidiaries and ancillaries; the Toronto, Hamilton & Buffalo Railway and the Ontario Northland Railway; and the Brotherhood of Locomotive Firemen & Enginemen; the Order of Railway Conductors; the Brotherhood of Railroad Trainmen; the¹ Order of Railroad Telegraphers (AFL-TLC); the² Brotherhood of Maintenance of Way Employees (AFL-TLC); the³ Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC);⁴ Division No. 4, Railway Employees' Department (AFL);⁵ The Canadian National Railway System Federation No. 11; the⁶ Canadian Pacific Railway System Federation No. 125;⁷ the International Brotherhood of Firemen, Oilers, Steam Plant Employees, Roundhouse & Railway Shop Labourers (AFL-TLC);⁸ the International Brotherhood of Electrical Workers (AFL-TLC); the⁹ International Brotherhood of Blacksmiths, Drop Forgers & Helpers (AFL-TLC);¹⁰ the Commercial Telegraphers' Union (AFL-TLC);¹¹ the Brotherhood of Railroad Signalmen of America (TLC) and¹² the Hotel & Restaurant Employees International Alliance & Bartenders' International League of America (AFL-TLC) was fully constituted on February 24, 1948, with the appointment of the Honourable Mr. Justice J. C. A. Cameron, Ottawa, as Chairman of the Board, in the absence of a joint recommendation by the other two members of the Board, M. M. Porter, K.C., Calgary, and M. W. Wright, Ottawa, who had been appointed on the recommendation of the employers and employees respectively. (L.G., March, 1948, p. 174.)

Canadian Marconi Co. Ltd., Montreal, P.Q. The Conciliation Board established to deal with a dispute between the Canadian Marconi Co. Ltd., Montreal, P.Q.,

and Marconi Division No. 59, Commercial Telegraphers' Union (AFL-TLC) was fully constituted on February 10, 1948, with the appointment of the Honourable Mr. Justice O. L. Boulanger, Quebec, as Chairman of the Board, on the joint recommendation of the other two members of the Board, R. T. Ferguson, Montreal, and Drummond Wren, Toronto, who had been appointed on the nomination of the employer and employees respectively. On February 23, W. S. Johnson, K.C., Montreal, was appointed to the Board on the nomination of the Company following the death of Mr. Ferguson.

Trans-Canada Air Lines. The Conciliation Board established to deal with a dispute between the Trans-Canada Air Lines and Canadian Air Line Pilots' Association was fully constituted on February 10, 1948, with the appointment of the Honourable Mr. Justice J. E. Adamson, Winnipeg, as Chairman of the Board, in the absence of a joint recommendation by the other two members of the Board, R. D. Guy, K.C., and John J. Kelly, K.C., both of Winnipeg, appointed on the nomination of the employer and employees respectively.

Board Reports Received

During the month a Conciliation Board report was received in the following case:—

Canadian Pacific Railway Co. (Communications Dept.) and Commercial Telegraphers' Union, Canadian Pacific System Division No. 1 (AFL-TLC). (L.G., Aug., 1947, pp. 1137-1138.)

Settlements Following Board Procedure

During the month advice was received that matters in dispute between the following parties had been settled as a result of further negotiations following receipt by the parties of the Conciliation Board report:—

Canadian National Steamships (Pacific), Canadian Pacific Railway Co. (B.C. Coast Steamship Service) and Union Steamships Ltd., and Seafarers' International Union of North America (AFL) (L.G., Jan.-Feb., 1948, p. 32.)

REPORT OF CONCILIATION BOARD in dispute between

Canadian Pacific Railway Co. (Communications Dept.)

and

Commercial Telegraphers' Union, Canadian Pacific System,
Division No. 1 (AFL-TLC)

HON. HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Parliament Buildings,
Ottawa, Ontario.

SIR:

As Chairman of the Conciliation Board herein, I beg to report to you as follows:—

After a number of Sittings of the Board at which full representations were made, evidence submitted and briefs presented, both on behalf of the employees and of the employer, and the Board having then considered the material placed before it, I would recommend as follows:

(1) That the parties to this agreement negotiate and establish an arrangement whereby all employees coming within the scope of this agreement shall be required to contribute to the Union some monthly dues or assessment in lieu of dues as a condition of retaining employment, whether members of the Union or otherwise; that this arrangement not necessarily be with a system of check-off.

It is also recommended that all employees irrespective of Union membership be treated the same in case of default of payment.

(2) That the parties do negotiate and establish a system of sick leave benefits.

(3) That the parties do enter into an agreement, draft of which is hereunto annexed and marked as Exhibit 1 to this report.¹

Recommendation re Wages

During the negotiations it was made apparent to the Board that it was not expected that the Board should make recommendations otherwise than on a general basis and that the matter of detailed application could be solved by direct negotiation between the parties. Your Board has dealt with the matter

¹ The draft agreement referred to is not printed herewith, but copies may be obtained on request from the Industrial Relations Branch, Department of Labour.

On February 2, 1948, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: His Honour Judge F. W. Schwenger, Hamilton, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, James P. Pratt, K.C., and Drummond Wren, both of Toronto, appointed on the nomination of the employer and employees respectively.

accordingly and in this connection it is recommended:—

(1) With regard to the *Technical Group*, the general principle to be applied is that parity with rates established by the Canadian National Telegraphs for comparable positions be established.

It was made apparent to the Board that difficulty had arisen between the parties in establishing such parity because of disagreement as to what positions were comparable owing to the differences in title and in scope of employment by the employees on each system. The parties have agreed that if this Board would determine an amount that would in the opinion of the Board fairly accomplish parity on a group basis, the parties could agree on the allocation of the amount to the various positions in question.

It was made apparent to the Board that in the negotiations between the parties to determine this matter on a group basis they were in disagreement to the extent that \$19,600 is to \$32,000. It is recommended that the parties do proceed to an equalization of the rates in this group with rates for similar positions in the Canadian National Telegraphs with an amount, as may be required for that purpose, not to exceed \$25,000. In arriving at this conclusion it has been kept in mind that overtime and sick leave are recommended to be put upon a definite basis, uniform to other branches of the service by allowing overtime and eliminating sick leave so far as this particular group is concerned.

(2) With regard to the *Mechanical Group*, it is recommended that the parties adopt a schedule as follows:—

Halifax	1 at 218.21
	1 at 203.28
	1 at 183.21
Saint John	1 at 218.21
	1 at 183.21
Montreal	3 at 218.21
	4 at 203.21
	6 at 183.21
	1 at 163.21
Ottawa	1 at 218.21
	1 at 203.21
	1 at 183.21
Windsor	1 at 203.21
Kingston	1 at 203.21
Toronto	3 at 218.21
	4 at 203.21
	5 at 183.21
Winnipeg	1 at 218.21
	2 at 203.21
	2 at 183.21
Saskatoon	1 at 203.21
Regina	1 at 203.21
Calgary	1 at 218.21
	1 at 203.21
	1 at 183.21
Lethbridge	1 at 203.21
Edmonton	1 at 203.21
Nelson	1 at 203.21
Vancouver	1 at 218.21
	1 at 203.21
	1 at 183.21
Victoria	1 at 203.21

(3) With regard to *Morse and Automatic Telegraphers*, it is not recommended that the rates be equalized as requested on behalf of the employees by the Union. It is recommended that Clause 2 of Article 1 with its supplementary agreement, as contained in the existing Schedule of Rules and Wages, be again adopted.

It is further recommended that the rates of pay for Morse and Automatic Telegraphers be maintained on a parity with those paid by the Canadian National Telegraphs so far as practicable, having regard to any differences in the two systems.

It is recommended that the percentage system which has been established and has been in force for a number of years as part of the Company's system be maintained.

It is recommended with regard to the application of the percentage system that:—

(a) Telegraphers with fifteen years or more service shall not suffer a reduction in wages by reason of a downward revision of the percentage system to the second or third groups, and Telegraphers with ten years or more service shall not suffer a reduction of wages of more than \$5 by reason of reverting to the optional group.

(4) With regard to *Clerical Staff*, from the material placed before this Board we are not able to compare or establish comparative rates of positions on Canadian National Telegraphs with similar positions on the clerical staff of Canadian Pacific Telegraphs. It is recommended that such comparison be had by the parties and that rates of pay on a comparative basis be established as between similar positions on Canadian National Telegraphs, so as to establish parity between the two systems.

(5) With regard to the *Installation Staff*, the present rates of pay are not in dispute.

It is recommended that the following rules shall apply to the scale of wages for Wire, testing and regulating, and Traffic Chiefs:—

(a) When an employee already in the service is receiving a rate in excess of that set out herein, he shall continue to receive such rate so long as he occupies his present position.

(b) Chiefs and Supervisors shall not be required to work split tricks.

(c) Where a T. and R. employee is required to perform duties of a Communication Agent in addition to his own regular duties, additional compensation shall be agreed upon.

(d) When a Wire, T. and R., or Traffic Chief is moved to a permanent position in the exercise of his seniority rights, as provided by the rules in this agreement, he shall receive free transportation for himself, dependent members of his family and household effects in accordance with the Company's regulations.

(6) With regard to the *Broadcast and Carrier Supervisors*, it is recommended that the following rules shall apply to the scale of wages:—

- (a) A Broadcast and Carrier Supervisor shall not be required to work split tricks except in case of emergency.
- (b) When a Broadcast and Carrier Supervisor is moved to a permanent position in the exercise of his seniority rights, as provided by the rules in this agreement, he shall receive free transportation for himself, dependent members of his family and household effects in accordance with the Company's regulations.

(7) With regard to the *Automatic Supervisory Staffs*, it is recommended that the following rules shall apply to the scale of wages:—

- (a) When an employee already in the service is receiving a rate in excess of that set out herein, he shall continue to receive such rate so long as he occupies his present position.
- (b) Automatic Supervisory Staffs shall not be required to work split tricks except in case of emergency.
- (c) When a Chief or Supervisor is moved to a permanent position in the exercise of his seniority rights, as provided by the rules of this agreement, he shall receive free transportation for himself, dependent members of his family and household effects in accordance with the Company's regulations.

(8) With regard to the *Installation Staff*, it is recommended that the following rules shall apply to the scale of wages:—

- (a) After three years' service helpers who have acquired the necessary qualifications shall be eligible for promotion to installers.
- (b) When an employee already in the service is receiving a rate in excess of that set out herein, he shall continue to receive such rate so long as he occupies his present position.
- (c) The provisions of this agreement shall apply to Installation Staffs, except that in Articles 3, 4, 5 and 15 the words "District or Superintendent's District" shall be interpreted "General Superintendent's Territory" and in Article 11, Clause 2, the words "Regular place of

employment" shall be interpreted "Headquarters".

- (d) The seniority of the present Installation Staffs shall be established on the original date of entry into the Company's service as such.
- (e) Assigned hours of duty shall be eight (8) consecutive hours between 8 a.m. and 6 p.m. exclusive of lunch hour.
- (f) When overtime is not essential and travelling distance permits, employees of the Installation Staffs shall, upon request, be permitted to return to Headquarters for week-ends and transportation provided.
- (g) When an employee of the Installation Staff is moved to a permanent position in the exercise of his seniority rights, as provided by the rules in this agreement, he shall receive free transportation for himself, dependent members of his family and household effects in accordance with the Company's regulations.
- (9) With regard to *Morse and Automatic Telegraphers*, it is recommended that the following rules shall apply to the scale of wages:—

- (a) When an employee already in the service is receiving a rate in excess of that set out herein, he shall continue to receive such rate so long as he occupies his present position, subject to the provisions of Clause (a) of Page 5 of this Report.
- (b) Where a Morse or Automatic Telegrapher is required to perform the duties of an Agent in addition to his regular duties, additional compensation shall be agreed upon.
- (c) Operators at Summer Hotels shall be entitled to receive room and board on a deduction not exceeding \$50 a month.
- (d) When Automatic Instructors are employed, they shall receive a differential of \$10 per month while so employed.

I would confirm what is no doubt apparent in the above report that in coming to the conclusions above set out, particular reference has been had to the terms of the agreement between the Canadian National Telegraphs and the Commercial Telegraphers' Union, Canadian National System, Division No. 43,

recently negotiated and concluded under date of June 16, 1947, it being felt that, because the two telegraph systems occupied such greatly similar positions in a division of the public service and were subject to the same control, similar working conditions should be established if at all possible.

In conclusion I beg both on behalf of my associates on the Board and on behalf of myself to express our thanks and appreciation for the excellent presentation of their respective cases by both parties to these proceedings. While presentations were energetically made, all parties have co-operated in keeping argument and discussion at all times on an intelligent basis, which has resulted in facilitating an understanding by the Board of the many issues placed before it.

All of which is respectfully submitted this 29th day of January, A.D. 1948.

(Sgd.) WM. F. SCHWENGER,
Chairman.

Hon. HUMPHREY MITCHELL,
Minister of Labour,
Parliament Bldgs.,
Ottawa, Ontario.

Dear Mr. MINISTER:

I have now had an opportunity of reading a copy of the report dated January 29, 1948, submitted to you by His Honour Judge Schwenger as Chairman of the Board of Conciliation, to which I was appointed as representative of the employer.

I beg to advise you that I concur in the report of the Chairman.

Yours faithfully,

(Sgd.) J. P. PRATT.

February 5, 1948.

Minority Report

Hon. HUMPHREY MITCHELL,
Minister of Labour,
Parliament Bldgs.,
Ottawa, Ont.

Dear Sir—

As the majority of the Board in this matter has reported and made recommendations on all matters that came before the Board I will confine my report and recommendation to certain important phases of the recommendations of the majority with which I am in disagreement.

The Board was confronted with applications and rebuttals on many matters

affecting working conditions and on wages. In the course of the hearings, the parties agreed on many items pertaining to working conditions.

During the entire proceedings, there were two barriers to the Union's application which it was required to surmount. One being the accepted practice of Railroads, and the other working conditions and wages that would be in excess of those enjoyed by the sister union in the C.N.R. I cannot agree that these barriers have the importance accorded them. In the first place the Railroad organizations have, over a long period of time, established excellent conditions applying to the particular nature of their occupations, and wage rates that are beyond the immediate hope of those represented by the Commercial Telegraphers Union. The nature of their occupations required emphasis on matters entirely different to those requiring emphasis by the Telegraphers, whose requirements more nearly coincide with groups in industry and commerce. So far as conditions being negotiated in excess of those prevailing in the C.N.R., especially if they are reflected in the cost of operation, the same wage for each occupation should not be the sole criterion. The total wage bill, in relation to the total revenue produced, would be a more just means of measurement.

Wages—Technical Group

As has been explained by the majority report, an amount not to exceed \$25,000 is recommended with regard to the Technical Group. With that recommendation, I am in agreement, owing to the difficulty in reconciling the amount of \$32,000 as requested by the union and the amount of \$19,600 offered by the company. It should also be understood that some compensation is included in the \$25,000 for sick leave privileges that have been enjoyed by certain employees in the past and who now come within the terms of the collective agreement and that the Board unanimously recommends that the parties negotiate and establish a system of sick leave benefits.

Equalization of Morse and Automatic Wages

In view of the fact that the last general wage increase was granted the union as far back as 1946, I cannot agree with the adoption of the company's proposal with regard to the Mechanical Group of \$1,500.

This sum is, according to the company, sufficient to equalize wages for this group with those paid by the competing company. The two companies have differing methods of employing their Mechanical Groups. In the case of the C.N.R., one group maintains equipment in the company offices, while another maintains equipment in the offices of clients, each group receiving a different wage scale. In the applicant's case, all mechanics must be qualified to do work both in and out of the company offices. I would recommend, therefore, that the range of rates for the Mechanical Group be from \$183.21 monthly to \$223.21 monthly, and that each mechanic be classified according to the duties he carried on. For instance, should a mechanic be required and able to do the most important work, he should be paid the top rate, and so on.

Clerical Group

With regard to this group, there are three comparisons that could be made to determine whether the rates being paid were equitable—compared with the C.N.R., with general community rates, and with rates for similar occupation within the C.P.R. system. Where it is possible to make a comparison with rates for similar occupations prevailing within the same company, then in my opinion that would be the most just comparison. I would recommend, therefore, that the union's application that rates of the Clerical Group be on a par with those paid in the company's Express Department be upheld.

Telegraphers' Percentage System

This is a system, whereby, with some slight variation, it is established that not more than 30 per cent of the Telegraphers shall be paid the top wage rate, not more than 30 per cent shall be paid the next highest wage rate, and not more than 30 per cent shall be paid the third highest rate, and 10 per cent shall be paid a rate at the option of the company. There is no classification of the skill, seniority, or responsibility of the Telegraphers to determine what percentage group they come

under. The effect is that the company has the benefit of the skill and labour of 70 per cent of the Telegraphers without being required to pay the proper wage for them. Such a system is undoubtedly antiquated and should definitely be eliminated.

Off Shift Bonus for Clerical Group

For all groups, with the exception of the Clerical Group, an off shift bonus is now applied in the nature of shorter hours; one shift working 7½ hours and the other 7 hours, and being paid for eight hours. The Clerical Group work almost side by side with the others and this difference of treatment must be very obvious. I would recommend, therefore, that the accepted practice in the company of shorter hours for off shift be accorded also to the Clerical Group or that a 5-cent per hour bonus be paid in its stead.

Retroactive Date

Undoubtedly there must be set in this case a date back to which the wage adjustment will be paid. Negotiations have been protracted and I also understand it is customary for Railroads to agree to retroactivity. The Board was of the opinion that the question should be left to negotiations between the parties and should they fail to agree, that it could be referred back to the Board.

In conclusion it is my understanding that the Board dealt with the union's application only on the basis of adjusting the wage rates to parity with those prevailing in the C.N.R. For that reason no consideration was given to increases that could be applied on account of the great upward changes in the cost of living since 1946 when the last wage increase was obtained. The adjustments recommended by the Board, therefore, cannot be taken into consideration when and if the general application for an hourly across the board increase for all railway employees is granted.

Respectfully submitted.

(Sgd.) DRUMMOND WREN,
Board Member.

Toronto, February 2, 1948.

Conciliation Proceedings Under the Conciliation and Labour Act

Officers of the Industrial Relations Branch dealt with 9 industrial disputes during the month of February, involving 1,469 workpeople employed in 35 separate establishments. Of these, three were new disputes which originated during the month and one was a situation which had been interminated as of January 31, and received further attention in February. These disputes were dealt with under the provisions of the Conciliation and Labour Act. They were thus distinct from and in addition to the conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

A statistical analysis of the cases handled during the month is given below.

Industries:

<i>Manufacturing</i>	
Animal Foods	1
Metal Products	2
<i>Transportation and Public Utilities</i>	
Steam Railway	1
Water	3
Telegraphs and Telephones.....	1
<i>Service</i>	
Public Administration	1

Nature of Dispute or Situation:

Strike or lockout.....	2
Controversy	4
Arbitration	3

Predominant Cause or Object:

Increase in wages	3
Increase in wages and other changes	1
Employment of Union members only	2
Other Union questions.....	1
Discharge of workers (other than for Union activity).....	1
Unclassified	1

Disposition:

Controversy terminated by mediation	1
Decision rendered in arbitration...	1
Agreement signed terminating situation	1
Dispute lapsed; no further action required	2
Disposition pending	4

Method of Settlement:

Conciliation or mediation.....	1
Direct negotiations	1

Arbitration	1
Investigation only	2
Settlement pending	4

Brief summaries of the cases of chief interest are given below:—

Merchant Marine Officers, East and West Coasts

The March issue of the LABOUR GAZETTE carried the text of the report of Mr. Justice D. A. McNiven, as Industrial Disputes Inquiry Commissioner, upon the disputes between the shipping companies operating deepsea dry cargo vessels from East and West Coast Canadian ports and the three unions which represent their licensed officers, namely, the Canadian Merchant Service Guild representing deck officers, the National Association of Marine Engineers of Canada representing engineer officers, and the Canadian Communications Association representing radio officers. Following the release of the Commissioner's report, the Minister of Labour received assurances that the recommendations of the Commissioner would be used as the basis of further direct negotiations between the interested parties. Conversations then took place at Vancouver between the shipowners, as represented by the Shipping Federation of Canada and the Shipowners' Association (Deep Sea) of British Columbia, and officials of the three officers' unions. These negotiations broke down at the end of February and on March 1, the Minister of Labour was notified that the shipping operators had offered to implement all but two of the recommendations put forward by the Commissioner and that the offers had not been accepted. The two issues upon which agreement could not be reached were the payment of an overtime allowance to radio officers and the deck and engineer officers' security watch abroad. The shipowners announced on March 1 that, feeling that further delay would be unfair to their officer personnel, they were putting into immediate effect the proposals of the Commissioner to which they were agreeable. Chief among these were recommendations that the basic wages of officers holding certificates should be increased by \$20 to \$25 per month, and, in the case of deck and engineer officers who had completed certain periods of continuous

and satisfactory service with the same company, increases up to \$35 per month; that stipulated lump-sum amounts of overtime pay be paid to deck and engineer officers as compensation for all work performed in addition to watch-keeping duties; that longer vacations with pay be granted; and that compensation be made for loss of personal effects through marine disaster. As suggested by the Commissioner, the concessions as to wages and annual leave were made retroactive to October 15, 1947.

Following these developments, strike action was decided upon by the three officers' unions and commenced on March 3. While some ships with a full complement signed on articles were able to sail after the commencement of the strike, some eighteen vessels were tied up in Canadian ports on the Atlantic and Pacific coasts within a week's time. Vessels on voyages to foreign ports were not affected, but it was announced that ships entering United States ports might be tied up later by withdrawal of the marine engineers.

The strike picture was further complicated on March 9 when the unlicensed personnel of two vessels in Atlantic ports refused to sail although full crews, including officers, had been signed on ships' articles. The operators announced that such action was a direct violation of the agreements entered into during December, 1947, between the shipowners and the Canadian Seamen's Union, and that action would be taken under the Canada Shipping Act to prosecute the unlicensed crew members involved. Similar action against certain licensed officers who allegedly refused to abide by signed articles was also understood to be pending.

Packinghouse Workers, Regina, Saskatchewan

During January, the Minister of Labour received a joint request from representatives of Burns and Company, Limited, Regina, Sask., and their employees represented by Local 226, United Packinghouse Workers of America, for the appointment of the Chairman of a Board of Arbitration to deal with a dispute over the seniority rights of an employee who had been laid off. The Minister complied by appointing F. C. Cronkite, Dean of Law, University of Saskatchewan. The case is of considerable general interest since some of its aspects relate to the retention of employee status by a worker during a period of strike, and to the effect which

an undertaking to reinstate striking workers without discrimination may have in certain circumstances. The texts of the award of the Board and of the minority report are reproduced below:—

Arbitration Award

The Board consists of M. A. MacPherson, Regina, W. G. Davies, Moose Jaw and F. C. Cronkite, Saskatoon. The first named was nominated by Burns and Co. Limited, hereinafter referred to as the Company; Mr. Davies was nominated by Local 226, United Packinghouse Workers of America, hereinafter referred to as the Union; Mr. Cronkite was appointed as member and Chairman by the Minister of Labour for Canada.

The Board was constituted pursuant to the provisions of Article 14 of the working agreement between the Company and the Union which became effective August 1, 1946. Because of the importance of this part of the agreement in this arbitration, it is considered advisable to quote the whole of Article 14 in this portion of the report:—

Article 14—Arbitration

(a) Any disagreement, grievance or dispute arising under this agreement which is not settled to the satisfaction of either the Union or the Company under the provisions of Article 4 hereof, shall, upon the written notice of either party, be submitted to an Arbitration Board, provided the grievance involves the interpretation or alleged violation of any provision of this agreement. The Arbitration Board shall be established within thirty days from such written notice and shall consist of three members, one of whom shall be nominated by the Union and one by the Company, and a Chairman selected by the two nominees. In the event of the failure of the two nominees to agree upon the selection of a Chairman, the Minister of Labour for Canada shall appoint someone other than a Civil Servant to act as Chairman.

(b) The matters and things to be considered by such Board shall be restricted to the provisions of this Agreement, and any decision shall be based and determined solely on such provisions and shall not change, add to, vary or disregard the same.

(c) Decisions shall be determined by a majority of the Members of the Board and such decision shall be final and binding on the parties hereto.

(d) The Union and the Company shall pay the fees and expenses of their respective nominees and the fees and expenses of the Chairman shall be divided equally between the Company and the Union.

It should be noted that by the second paragraph of Article 14, to which both parties have agreed, the Arbitration Board is definitely limited in its jurisdiction and

in the material that may be used in reaching a decision. The decision must be based solely on the provisions of the agreement and must not change, add to, vary or disregard such provisions.

MATTER IN DISPUTE

Fortunately there are no facts in dispute and the sole question before the Board is one of interpretation. The parties presented to the Board an agreed statement, as follows:—

Mr. Chairman and Members of the Arbitration Board:

The following grievance, placed before the management of Burns and Co. Limited, Regina, by Local 226 of the UPWA has been handled under Article 4—Grievance Procedure, steps one to five inclusive, with no solution arrived at. Step six was eliminated for it was felt no conclusion could be arrived at in this step and therefore it is placed before you as the seventh step in Article 4 which is related to Article 14—Arbitration:

Phillip Glasser, an employee of Burns and Co.—Regina, hired on August 4, 1947, was laid off employment on December 5, 1947. The Union contends that his layoff was out of line of the seniority provisions of the Union agreement and discriminatory in comparison to the Company's treatment of other employees in the bargaining unit, and a violation of the meaning and interpretation of the seniority provisions of the contract.

The Company, for its part contends that the layoff is justified in the light of the agreement and that its action was proper and that the contract was not violated.

I. M. MCCONNAN,
For the Company.

A. E. BOOTH,
For the Union.

The only other facts relevant to this enquiry were admitted by both parties when they appeared before the Board at the first sitting. A strike existed at the plant of the Company in Regina from September 10, 1947. to October 24, 1947. During the period of the strike the employee Glasser did no work for the Company and received no wages from the Company.

At the first meeting of the Board it was made plain that only the matter of the seniority of the employee Glasser was in issue. Consequently the question before the Board is in substance this: did Glasser enjoy seniority rights on December 5, 1947, when he was laid off by the Company.

SENIORITY RIGHTS UNDER THE AGREEMENT

Seniority rights of and among employees is dealt with in Article 10 of the Agree-

ment. The acquisition of seniority rights is covered by 10 (a) (1), which reads as follows:—

(1) An employee's seniority rights shall become effective when he has completed three months of unbroken service with the Company. In the case of an employee who has not acquired seniority rights a break in his weekly earnings record shall constitute a break in his service, unless such break is caused by illness certified in writing by a practising Physician or Surgeon, or leave of absence granted by the Company.

It is with reference to the above paragraph that the claim of the employee Glasser to seniority rights must be tested. The object of the provision clearly was to establish a period during which the employee would be on probation. Before being classified as permanent the capacity of the employee was to be tested by actual service. Exhibits filed by the Company show that during the probationary period frequent reports were made regarding the ability and adaptability of each probationary employee. Actual service is required under this part of the agreement and it must be unbroken service. Moreover, the meaning of the agreement is put beyond any doubt whatever by the categorical statement that "a break in his weekly earnings record shall constitute a break in his service." In the opinion of the Board this puts the position of the employee Glasser beyond any doubt whatever.

In this respect Glasser has been referred to as an employee and it is believed that he continued to be an employee even during the period of the strike. That seems to have been the understanding of both the Company and the Union and it is believed that the practice of the Unemployment Insurance Commission in issuing temporary books to a striker who takes temporary work is consistent only with this view. Moreover, under the Trade Union Act, Statutes of Saskatchewan, 1944 (Second Session) C. 69, an employee includes "any person on strike," (Section 2).

It may be assumed that the provisions of the Trade Union Act apply to labour relations between the Company and the Union. But this Act does not profess to regulate seniority during the period of a strike or at any other time and the pertinent provisions of the agreement regulating labour relations refer not to employees but to service of employees. Actual work, not a technical classification as an employee was contemplated by Article 10 (a) (1).

It follows, therefore, that under the strict wording of Article 10 (a) (1), Glasser's service as a qualification for seniority began on October 24 and ended on December 5, a period of six weeks far short of the minimum of three months required under the Article. Even if the period served from August 4 to September 10 is added to the period October 24 to December 5, the total period of service, regardless of the break, falls short of the required three months.

The suggestion by the Union that Glasser had in effect been given a leave of absence, thus coming within one of the exceptions of Article 10 (a) (1) cannot be accepted. Under existing rules of law it is the employer that can invoke the doctrine of frustration in the case of a strike. The oral agreement made by the Company at the time the strike began not to allow employees in the bargaining unit access to the plant was merely an element in the protective service contemplated by Article 13 of the agreement. It was agreed to when the strike had become an accomplished fact and could in no sense be construed as a leave to go on strike.

LATER MEMORANDUM

Under the terms of the working agreement the conclusion is inescapable that the employee Glasser did not enjoy seniority rights on December 5, 1947. It is claimed by the Union, however, that a memorandum executed by the parties on October 11, 1947, must be considered along with the working agreement, and that a proper construction of the memorandum indicates that Glasser had achieved seniority rights before he was laid off on December 5.

The memorandum in question is set out in full below:—

Memorandum

October 11, 1947.

Burns and Co. Limited and the United Packinghouse Workers of America, through its Director of District No. 10 in Canada, after extensive conferences, have agreed to the following basis of settling the dispute in the packinghouse industry in so far as it affects its Company;

1. The Company shall grant a general increase of seven cents (7c.) per hour on prevailing base rates, which shall be tentatively effective from the date of the return to work of the employees. All matters in issue between the Company and the Union arising out of negotiations for the renewal of its agreement with the Union shall be submitted to arbitration which shall be final and binding.

2. The arbitrator shall be Mr. C. P. McTague, Toronto, Ontario.

3. The terms of this Memorandum shall be subject to ratification by the Locals of the Union at the plants of the Company, and the District Director shall submit the said terms forthwith for their consideration, and the decision of such Locals shall be communicated to the Company by the District Director as soon as possible.

4. If the terms of this Memorandum are approved by the locals the employees shall be called back to work without discrimination on the part of the Company or the Union.

5. The arbitration proceedings shall commence as soon as possible after the Company has been notified that the Memorandum has been ratified by the Locals.

Signed by the parties hereto
in the presence of:

CHARLES DALEY.
PAT CONROY.
J. B. METZLER.
LOUIS FINE.

Burns and Co. Limited,

by: J. HOWARD KELLY.

United Packinghouse Workers of America,

by: F. W. DOWLING,
Director, District No. 10.

In view of the wording of Article 14, quoted above, it is by no means clear that the provisions of the Memorandum may be considered by this Board. Undoubtedly the word "agreement" as used in Article 14 would include a later agreement specifically modifying the working agreement. The Memorandum of October 11, it will be noted, made no reference to the working agreement.

On the whole, however, it is believed that the Memorandum is properly before the Board for consideration in this arbitration. Clause 1 specifically modifies Article 7 of the Agreement which incorporates the wage schedule. This would seem to be a sufficient incorporation of the memorandum into the agreement. Moreover, if the Company made promises to the Union in the memorandum it would certainly wish that the promises should be respected. The Memorandum then will be considered along with the terms of the working agreement.

With the memorandum properly before the Board it is claimed by the Union that Clause 4 thereof operates to give seniority rights to Glasser and that unless he is given such rights he is being discriminated against.

In construing the word "discrimination" two general propositions may be asserted: the first is that words must be used in their ordinary meaning; and the second is

that if a result is to be reached contrary to the working agreement the intention to achieve such a result must clearly appear. In Clause 1 the working agreement was varied by express words.

Looking for a meaning of the word "discriminate" about the best we can say is that it means "to treat differently." And looking at the word as it is used in Clause 4 of the Memorandum it is obvious that grammatically the phrase "without discrimination" modifies or qualifies "called back to work." In other words the "calling back" shall be done without discrimination. No employee, for instance, shall be postponed in his call because he has been a strike leader, nor shall the Union practice such discrimination. In this sense there can be no discrimination if any employee is given all the rights to which he is entitled under the agreement. On this reasoning it is quite impossible to hold that Clause 4 means that all employees are to be called back as if a strike had not occurred. Glasser was in fact called back to work and consequently was not discriminated against.

It would require very strong language indeed to warrant a conclusion that an employee has been discriminated against when he has been given every right to which he was entitled under Article 10 (a) (1).

In the opinion of the Board the above considerations are completely decisive in favour of the contention of the Company. Nevertheless certain other arguments were put forward by the Union which warrant attention.

It was urged that there was discrimination against Glasser in comparison with engineers and others who remained on the job. There are conclusive answers to this contention. One is that the engineers, if they achieved seniority, gave unbroken service as required by Article 10 (a) (1). Glasser did not. It would seem just as sensible to urge that Glasser was discriminated against in that the engineers and firemen received wages, while he did not. Under the agreement employees got wages and seniority rights through service. Glasser gave no service from September 10 to October 24. He got no wages and his service record was broken under 10 (a) (1). Another answer to the contention of the Union is that Article 13 of the Agreement specifically provided that engineers and firemen would be permitted to remain at work in the event of a strike and there was no suggestion that they would not

achieve seniority rights through such service.

The further argument was made by the Union that Glasser was discriminated against in that in the case of those employees who had obtained seniority rights prior to the beginning of the strike, credit was given in seniority standings for the six weeks strike period although no actual service was rendered during that period.

According to the evidence of the Company seniority standing was given for the strike period to those employees who already had seniority rights. The representatives of the Company stated orally before the Board that in their opinion the strike constituted a break in the service of employees with seniority rights, but that in practice the Company had not altered the seniority ratings of such employees.

It may be doubted whether the representatives of the Company were correct in their interpretation. Article 10 (IV) reads in part as follows:—

(IV) The seniority of an employee shall be considered broken, all rights forfeited and there is no obligation to rehire when he:

Voluntarily leaves the service of the Company or is discharged for cause;

Particularly in view of the provisions of the Trade Union Act, referred to above, it is suggested that in the case of an employee on strike he has not voluntarily left the service of the Company within the meaning of that portion of 10 (IV) quoted above. "Leaves the service," seems to connote a severing of employment. Rather the strikers would come under a later portion of Article 10 (IV), viz.,

Has been off the payroll of the Company for a period longer than the time allowed in the following schedule:—

Length of Seniority

at date of Separation:

Less than one year.

One year and not more than 2 years.

Over two years.

Length of Allowable

time off Payroll:

5 months.

12 months.

Equal to length of seniority at date of separation.

Under this interpretation no employee with seniority rights would suffer a break until the strike had lasted for a minimum period of five months. But regardless of this interpretation it is difficult to see how

the extending of a privilege to an employee in another class could be considered as a discrimination against Glasser.

AWARD

Summarizing the analysis of the dispute which appears above it is the opinion of the Board that under the provisions of the working agreement between the parties the employee Glasser had no claim whatever to seniority rights on December 5, 1947. Further, if the Memorandum of October 11 is to be considered, the obvious meaning of Clause 4 is that in the process of taking the men back to work there shall be no differentiation made among employees, which seems really to constitute an affirmation of the provisions of the working agreement under which Glasser had no seniority rights on December 5. In fact Glasser was taken back to work on the conclusion of the strike so he was not differentiated against in the process of taking the men back to work. Finally if an enlarged meaning is given to the word "discrimination," it seems impossible to find the slightest evidence of discrimination against Glasser, either by comparison with other employees, or otherwise. The terms of the working agreement were simply being applied to a particular situation.

The answer of the Board accordingly is that the employee Glasser had not acquired seniority rights on December 5, 1947.

Regina, Sask.,
February 19, 1948.

(Sgd.) F. C. CRONKITE,
Chairman.

(Sgd.) M. A. MACPHERSON,
Member.

Minority Report

I have had the opportunity of reading the Majority Report of the Board of Arbitration, signed by the Chairman, Dean F. C. Cronkite and Mr. M. A. MacPherson, K.C. (employer nominee to the Board), and since I am not able to concur, must express my reasons for dissent.

It will not be necessary to extensively quote all of the relevant material which was brought to the attention of the Board, since, largely, this is contained in the Majority Report. It will be apparent that the decision rests in the interpretation of the wording of certain clauses in the Union agreement and a Memorandum signed by officers of the Company and the United

Packinghouse Workers of America at the conclusion of the strike situation in October of 1947.

Under the seniority clause in the collective bargaining agreement, the Company asserted that an employee, Phillip Glasser, had broken his seniority service record during the period of strike (September 10, 1947 to October 24, 1947), and, in the Company's interpretation of the agreement, had no obligation to consider his layoff in the light of seniority. At the same time, it was admitted that employees who had been on strike, but who were not in the so-called "probationary" group, would not be penalized in this regard, as a result of the stoppage of work; or, to put it more plainly, the period of the strike would not be deducted from their seniority records, nor would the strike be considered as a break in their service, or nullifying past seniority credits. It is true that this latter admission was somewhat qualified by an expression of opinion that this action was due to either a generous treatment of the Company, or in conformity with a table in the agreement stipulating periods of allowable breaks in service; nevertheless it is clear that employees of the company, exclusive of the "probationary" group were not affected in their seniority rights because of the strike.

The Company placed reliance upon Article 10 (a) (1) which reads:—

An employee's seniority rights shall become effective when he has completed three months of unbroken service with the Company. In the case of an employee who has not acquired seniority rights a break in his weekly earnings record shall constitute a break in his service, unless such break is caused by illness certified in writing by a practising physician or surgeon, or leave of absence granted by the Company.

In the wording of the Majority Report, "Actual service is required under this part of the agreement and it must be unbroken service. Moreover, the meaning of the agreement is put beyond any doubt whatever by the categorical statement that 'a break in his weekly earnings record shall constitute a break in his service'. In the opinion of the (majority of the W.G.D.) Board this puts the position of the employee Glasser beyond any doubt whatever."

I believe it is true that this clause was certainly meant to be effective under the ordinary conditions of plant operation, but I cannot agree with my colleagues that this strict, perhaps narrow, interpretation

may be placed upon the phrasing, in the light of the unusual conditions imposed by a strike. It is my decided opinion that this section refers to cases where new employees of the Company may be penalized for malingering, or for cases of absenteeism, and not to periods in which a stoppage of work occurred. This seems most probable in the inference of the latter portion of the section, stating that where certificates of medical practitioners or "leave of absence granted by the Company", can be shown, the penalty of the "break in service" does not apply.

During the Board hearings it became clear that employees were not, in all instances, required to perform work for an unbroken period of three months as a background for company observance of efficiency during this time. Providing new employees produced proper evidence to indicate they had good and sufficient reason for absence from work, their seniority was not broken, and their "seniority rights" were recognized, even if they had not put in three months of actual service on the job.

Comment is made in this respect, since the Company, during the sessions of the Board attempted to prove they did require three months of unbroken service to establish seniority rights, although it was substantially admitted, that this practice was not always applied. It can be seen, therefore, that the stringent necessity of performing unbroken service in the three month period was, in fact, not present, and that the action of the Company in differentiating in seniority treatment of "permanent" and "probationary" employees, after the strike, was not founded upon real reason or justification.

It is my view that Article 10 (a) (1) does not relate to a situation where employees have struck work and cannot therefore, be applied as under conditions of ordinary plant operation, where a break in the weekly earnings record is something which may be personally accounted for by the employees in question, either through the medium of a medical certificate or authorized leave of absence.

While the article on seniority fails to state that employees on strike will not be penalized because of such occurrence, the Memorandum of October 11, 1947, does, to my mind, constitute an agreement between the parties to the effect that generally, there shall be no discrimination by the Company against employees as a consequence of the strike, and that they

shall be "called back to work without discrimination on the part of the Company or the Union." The Majority Report of the Board declares, "the Memorandum then will be considered along with the terms of the working agreement," so that it will not be necessary for me to argue that it has relevance.

However, in construing the application of the Memorandum of October 11 to the Arbitration it is necessary for me to take issue with the majority opinion of the Board. Here, the belief is expressed that the company complied with the full intent of the Memorandum in calling the employees back to work without refusing employment to any person, and notably, Glasser. "Glasser was in fact called back to work and consequently was not discriminated against."

I think that this is an exceedingly technical and legalistic conclusion to adduce if one is to consider the implications of the words "without discrimination," in their special collective bargaining sense, and in the light of the manifold examples in labour-management history which are admitted as things discriminatory in relationships of this character.

The word "discrimination" as used in labour circles has always had a wide meaning, referring not only to difference of treatment between individuals, but to making distinction in treatment of groups — "to treat unequally, or unfairly," as Funk and Wagnalls dictionary has it.

The evidence before the Board revealed that in so far as one group of employees were concerned (the "permanent" group), time with reference to length of the strike was included in seniority ratings. How are we then to conclude that "probationary" employees were not discriminated against through the different and penalizing treatment meted out by the Company? When one takes account of the occasions in which the employer did not penalize, in their seniority, employees in this bracket who had been absent from work for various reasons, in periods other than strike periods, it does not seem just that an employee's service record shall be considered broken in a strike.

It should be clear, too, that the absence from work, in the case of all employees was not occasioned by absenteeism, laziness or sickness, the inference in Article 10 (a) (1), and that time lost was not due to any special fault of any particular employee. If an employee, in the probationary category had been away due to illness, or had been absent through the

agreed leave of absence formality of the employer, during the strike, he would not have been penalized in any way, in so far as seniority rating is concerned. Essentially, I do not see how the case of probationary employees who were absent from work, due to the strike, differs in any material fashion.

The employer, in the terms of Article 13 of the agreement, undertook not to "attempt to restore regular production." during a strike, while the Union agreed to maintain certain plant services such as refrigeration. In other words the Company itself, through its own agreement in this connection, made it impossible for employees to work during the strike period, so that probationary employees may be considered as blameless through being absent from work, since this absence was in consequence of no wrongdoing, or personal act on their part.

What occurred to Glasser's seniority would not have occurred if there had been no strike. The terms of the Memorandum, which may be taken as a supplement to the agreement, and which were agreed to by the parties prior to a return to work, state that there shall be no discrimination. It is my opinion that the policy of the employer in relation to employees in the group concerned, was a discriminatory one, more especially so in the comparison of such policy as it affected the second general group of workers in this plant.

The company representatives urged the Board members to view Article 14, on Arbitration procedure, as greatly restrictive of the Board's powers in making a decision. The Clause (b) of Article 14 states, "The matters and things to be considered by such Board shall be restricted to the provisions of this agreement and any decision shall be based and determined solely on such provisions and shall not change, add to, vary, or disregard the same."

The section is restrictive in the sense that, quite properly, the Board may not make decisions at variance with the provisions of the agreement, but I do not

think this means the Board is restricted to interpreting these provisions in their reflection to those events, practices, understandings, etc., which were part of the relationship between the parties. The Memorandum of October 11 in any event, in my belief supplemented the agreement to the extent that it meant no employee of the Burns Company Limited would suffer as a result of the strike, through any action of the employer. This seems to be a reasonable interpretation which is not at all apart from the spirit and intent of the clauses in the agreement.

In the latter section of the Majority Report, reference is made to Article 10 (IV), which describes the table of allowable breaks for employees, who have been off the payroll of the Company for a period longer than the time allowed in the said table. The Majority Report offers the opinion that this table would apply to striking workers in other than the probationary section. The Board, of course, is not required to render a decision on this point, but since it has been mentioned, my position is that I do not agree with this contention. In my view the employer cannot apply Article 10 (IV) legitimately, since it applies in the case of periods of employee layoffs and should not be tied up with that of work stoppages. It seems, further, that the employer departed from the agreement in the Memorandum of October 11, in attempting to link this section with the conditions of a strike.

To summarize, it is my conclusion that in the interpretation of the union agreement and more particularly because of the Memorandum on the strike's termination, Phillip Glasser's layoff was not in line with the seniority provisions of the Union agreement, and was, in effect, discriminatory, in comparison to the Company's treatment of other employees.

Respectfully submitted.

(Sgd.) W. G. DAVIES,
*Member Nominated
by the Employees.*

February 24, 1948.

COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

Recent Collective Agreements

A file of collective agreements is maintained in the Research and Statistics Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts are summarized in separate articles following this.

Manufacturing: Tobacco and Liquors

LONDON, ONT.—JOHN LABATT LIMITED AND NATIONAL BEVERAGE WORKERS' UNION, LOCAL 1.

Agreement to be in effect from October 1, 1947, to September 30, 1948, and thereafter from year to year subject to notice.

Union Shop: Only members of the union in good standing shall be employed. If a man competent to perform the work can be obtained from unemployed members of the union, such man shall be selected. However, if such man is not obtainable, the employer may employ a man who is not a member of the union and the union shall either accept and allow such person to become a member of the union at the end of a 6-month probationary period, or shall issue to such man, if he is employed temporarily during the seasonal period a union permit card. Brewers and foremen shall be exempt from the agreement but those who are already members may retain their union memberships.

Hours of work: 40 per week for all except watchmen, drivers and helpers employed on highway transport work who shall work approximately 45 hours and watchmen 44 hours.

Overtime: time and one-half for all work in excess of regular hours and for work on Sundays (except for engineers and watchmen). For drivers and helpers on highway transport, overtime to be paid on the basis of a balanced week at the end of each quarter of the year.

Holidays: 4 specified days are paid holidays and 4 additional days are to be paid holidays during the current year of the agreement with the intention that they will continue as such subject to business conditions. In addition a Saturday morning to be mutually agreed upon for a picnic is to be a paid holiday. Any work performed on the above days to be paid for at straight time for the hours worked in addition to employee's basic day's pay.

Vacation: 2 weeks with pay for all permanent employees with one year's seniority with the company.

Basic Weekly Wage Rates: (including increases of \$2 made in April, 1947 and \$4 or \$3 at effective date of this agreement) bottlers (not operating machines), truck drivers' helpers \$41.20; truck drivers (retail delivery) \$42.70; bottlers operating machines, fermenting room and cold storage workers, brew house and wash house workers \$43.20; highway truck drivers \$43.70; coopers \$48.70; engineers, third and second class \$47.70 and \$51.70 respectively; watchmen (not more than 12 hours in any one day) \$43.20. All new employees, except truck drivers and helpers, shall be paid at rates one dollar per week less than the above scale of wages until they have completed 6 months' continuous service.

Cost of living bonus: the agreement may be re-opened with regard to the wage clause before the termination date but not earlier than March 31, 1948, in the event of an extraordinary rise in the cost of living index. The only change would be a reversion to a cost of living basis. This bonus would be based on the July 1, 1946 index figure providing that each change of one point in the index shall equal 37.2 cents. However, flat increases given since October 1, 1946, shall be deducted from the bonus. (Flat increases of \$2 and \$4 were granted during 1947.) Wage scales would be revised every 3 months in accordance with the fluctuations of the cost of living index, but in no event shall wages be reduced before September 30, 1948, to a point below the wage scale in effect during September 1, 1947, plus \$2.65 per week.

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

Manufacturing: Non-metallic Minerals and Chemicals

McMASTERVILLE, P.Q.—CANADIAN INDUSTRIES LIMITED AND LE SYNDICAT DES TRAVAILLEURS DES PRODUITS CHIMIQUES DE McMASTERVILLE (CHEMICAL PRODUCTS WORKERS SYNDICATE OF McMASTERVILLE).

Agreement to be in effect from November 24, 1947, to November 24, 1948. Ten days' notice may be given by either party requiring the other party to enter into negotiations for the renewal of the agreement within two months of the expiry date, and both parties shall thereupon enter into such negotiations in good faith and make every reasonable effort to secure such renewal. The company recognizes the union during the term of the agreement as the sole and exclusive bargaining agent for the employees of the company. There shall be no discrimination, intimidation, or coercion by the company or the union because of membership or non-membership in the union.

Check-off: subject to a majority of the employees authorizing same, the company agrees to deduct monthly from the pay of employees who so authorize union membership dues and to remit same to the union until such authorization is cancelled.

Hours of work: 44 per week—for day workers and certain multiple shift workers 9 per day, 4 days a week and 8 one day a week; for employees on continuous or multiple shift work 8 per day 5 days a week and 6 days a week during alternate weeks.

Overtime: time and one-half for all hours worked in excess of the normal daily hours of work.

Holidays: time and one-half for any work on 4 specified holidays. Three additional days are paid holidays provided the employee works his regular hours on the day immediately preceding and following the holiday and also subject to certain other stipulations. Any work performed on these 3 days will be paid for at straight time rates in addition to the employee's regular day's pay.

Rest periods: day workers and employees on 2-shift per day operations will be granted a 10-minute rest period during the first half of the working day or shift and 5 minutes wash-up time at lunch and from 5 to 30 minutes at the end of the shift depending upon the class of work they are performing.

Hourly wage rates for certain classes: Explosives Department—81 cents to \$1.11, truckers 84 to 90 cents, trained labour 77 cents; Acid Department—81 cents to \$1.11; Black Powder Department—93 cents to \$1.05; Maintenance Department—mechanics, machinists, pipefitters, electricians, carpenters, welders and leadburners 99 cents to \$1.11; blacksmiths \$1.08; painters and sign-writers 81 to 99 cents; brickwork repairman 87 cents; helpers 81 to 87 cents; Power House Department—power house 81 cents to \$1.11; Labour Department—77 to 93 cents; Miscellaneous (including learners) 72 to 87 cents; Agricultural Chemicals Division—77 cents to \$1.02.

All workers to receive a rate 5 cents higher than the former rate regardless of the above. This does not apply to new workers.

Shift premium: a premium of 5 cents per hour shall be paid for work on regularly scheduled evening or night shifts commencing between 3 p.m. and 4.59 a.m. inclusive.

Employees whose normal duties in a classification are supplemented by limited assigned foreman responsibilities may be paid a regular rate of 3 cents an hour higher than the rate for such classification. Only one employee in a classification may be paid this rate. An employee who is assigned full foreman responsibilities for periods exceeding one normal day, during absence of a foreman, may be paid a rate 10 cents an hour higher than the regular hourly rate of the employee's classification.

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

Transportation: Water Transport

EAST AND WEST COAST—CERTAIN SHIPPING COMPANIES AND CANADIAN SEAMEN'S UNION (FOR CANADIAN REGISTERED DEEP SEA DRY CARGO FREIGHT VESSELS).

Agreement following conciliation (L.G., Nov., 1947, p. 1655, Dec., p. 1789) to be in effect from October 15, 1947, to October 14, 1948, and until negotiations have terminated should either party give notice *re* amendment or renewal of agreement. This agreement is similar to the one previously in effect and published in the *LABOUR GAZETTE*, July, 1947, p. 999, with the following changes and additions.

Hours of work in port: 5-day week replaces the 5½-day week; work on Saturday mornings in port now overtime and to be paid for at regular overtime rate.

Vacation: all unlicensed personnel shall be granted 14 days with basic pay after 12 months' continuous satisfactory service with one company and thereafter at the option of the employee, 7 days with pay after each 6 months' continuous satisfactory service with the company.

Sick pay: any member of the unlicensed personnel who in any port outside of Canada has to be removed from a vessel owing to an illness other than venereal disease shall, in addition to medical care and maintenance to which he is entitled under the Canada Shipping Act, also be entitled to two-thirds of his basic pay until he is declared medically fit for duty and offered an available job or has been repatriated to a proper return port, whichever first happens, provided that in any event such sick pay shall not continue after 12 weeks.

Marine disaster: any member of the unlicensed personnel who suffers loss of clothing and personal effects through disaster or shipwreck shall be compensated by the payment of \$150.

The allowance for meals and rooms when not provided by the company has been increased to 85 cents and \$3 respectively.

Monthly wage rates are increased by \$20 so that rates now range from \$140 for galley and deck boys to \$200 for first cooks, while overtime rates are increased 10 cents per hour to 70 to 90 cents.

HALIFAX, N.S.—CERTAIN STEAMSHIP AND STEVEDORING COMPANIES AND INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, LOCAL 269 (GENERAL LONGSHOREMEN).

Agreement to be in effect from December 1, 1947, to November 30, 1948, and thereafter from year to year subject to 30 days' notice. The principle of a hiring hall is approved and regulations regarding it should be a matter of negotiation between the parties. Gang foreman shall hire the men working in his gang.

When a gang is hired no union man shall be replaced by another man during the day in which that gang is employed, except when a man is discharged for cause. When non-union men are employed on account of shortage of union labour, they shall not be replaced by union men during the remainder of the half day on which they were hired.

When a gang is hired they shall not be replaced by another gang during the remainder of that day, and the day to

continue until 10 p.m. except when the work constitutes 2 complete shifts. No man, or gang shall work longer than 18 successive working hours, unless no other men or gangs are available, or in case of necessity.

No men shall remain in the holds of ships while grain is running. Other working conditions including the number of men to be employed for work on slingloads of various cargoes, etc. are provided for.

Hours of work: from 8 a.m. to 5 p.m. shall be considered day hours; from 5 p.m. to 11 p.m. evening hours; and from 11 p.m. to 8 a.m. late night hours.

All work performed between 5 p.m. and 11 p.m. Saturday shall be paid for at time and one-half from 11 p.m. Saturday to 11 p.m. Sunday and 7 specified holidays at double regular prevailing rates; and from 11 p.m. Sunday to 8 a.m. Monday, one and one-half times regular prevailing rate. For any work performed on the night of Christmas or New Year's Eve double prevailing rates shall be paid; said rates to continue in effect until 8 a.m. of the morning following such holiday. Double time for work during meals hours and thereafter until relieved.

Minimum wages per hour: \$1.20 for day work, \$1.40 for evening work and \$1.80 for late night work. The rate of pay for men handling dangerous explosives or working in a hold where dangerous explosives are carried, shall be not less than double the prevailing rates (this not to include small arms ammunition). The rates of pay for men handling bulk grain, green hides, poison sprays, poisonous poison spray ingredients, or creosoted wood, shall be not less than 10 cents per hour over prevailing day, evening, and late night rates, it being understood that commodity rates shall increase automatically with prevailing rates.

The rates of pay for men handling slag, china clay, soda ash, chrome salt, barytes, fertilizer, nitrate, sulphur, cement, or gold concentrates in full cargoes, or when a ship has more than 50 tons in any one hold, shall be 10 cents per hour over prevailing day, evening, and late night rates; the extra time to stop when the handling of such commodities in the hold is completed, and is only to apply to the men working in that gang and not to men on the rest of the ship.

Men employed handling cargo in refrigerator spaces of a ship where the temperature is 30 degrees fahrenheit or lower, shall be paid an additional 10 cents per hour for ordinary work, and a corresponding allowance for working under conditions which would entitle them to more than the regular rates.

For work on ships with cargo on fire, or cargo which has been on fire, the rate of pay shall be not less than twice the prevailing rates for day, evening, and late night work. This rate to apply to all hatches affected by fire, gas, steam, smoke, or water.

Men employed cleaning and sweeping the holds of ships shall receive an additional 10 cents per hour over prevailing day, evening, and late night rates.

All orders to the men shall be issued through the gang foreman; who in turn shall be subject to orders from the company superintendent, or his representative, except

in the case of special work, when superintendent may give orders.

Men shall not be required to work in refrigerated space, when temperature is 30 degrees fahrenheit or lower, longer than 8 hours per day or 10 hours per night.

Provision is made for the settling of disputes.

SAINT JOHN, N.B.—VARIOUS STEAMSHIPS COMPANIES AND INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, LOCAL 273 (GENERAL LONGSHOREMEN).

Agreement, covering the discharging and loading of deep sea vessels, to be in effect from December 1, 1947, to November 30, 1948, and thereafter from year to year subject to 60 days' notice. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, August, 1946, p. 1091, with the following changes.

Overtime: double time is to be paid for work on Saturday afternoons during 7 instead of 4 summer months and for work on both Labour Day and Remembrance Day. Work on these days is limited to handling of mails, baggage and express.

Hourly wage rates: day—general cargo increased from 98 cents to \$1.25, bulk cargoes increased from \$1.08 to \$1.35; night—general cargo increased from \$1.03 to \$1.35, bulk cargoes increased from \$1.13 to \$1.45.

VANCOUVER, B.C.—SHIPPING FEDERATION OF BRITISH COLUMBIA AND INTERNATIONAL LONGSHOREMEN'S AND WAREHOUSEMEN'S UNION, LOCAL 501 (GENERAL LONGSHOREMEN).

Agreement of September 16, 1946, as revised January 1, 1948, to be in effect until September 15, 1951, and thereafter from year to year unless terminated by 60 days' notice given by either party.

The agreement applies to the loading and discharging of deep sea vessels in Vancouver Harbour and at certain specified outside points. When men are provided to work elsewhere than in Vancouver Harbour, the Vancouver rules, working conditions and schedule of wages shall apply. With the exception of the matter of wages, schedules "A" (covering rules, working conditions and wage schedule) and "B" (covering despatching regulations) may be amended at any time either by mutual agreement of the parties or by reference to the Joint Advisory and Negotiations Committee set up under the agreement. Wages may be adjusted annually during the life of the Agreement.

The parties to the agreement shall immediately establish and maintain during the existence of the agreement a Port Labour Relations Committee to be composed of 3 members appointed by the union, 3 representatives designated by the Shipping Federation, with the manager of the Shipping Federation as chairman of the committee, who shall have the casting vote.

Union shop: The Federation undertakes that preferred employment shall be given to regularly enrolled members of the union when available. Subject to the foregoing provision the Federation shall be at liberty to register and despatch such other workers as may be required from time to time, provided, however, that those engaged in

longshore work shall be governed by the same conditions and receive the same rates of pay as the others. Such extra men shall be dismissed when other union men become available.

Hours and overtime: straight time is all time between 8 a.m. and 5 p.m. on week days, except Saturday after 1 p.m. All other time is overtime. Unless mutually agreed, no work shall be performed on Sunday except to handle mail and baggage, or in case of an emergency involving safety of a vessel, life or property. No work shall be performed after 5 p.m. on Saturday except in case of finishing a vessel when time may be extended for vessels working at North Vancouver until 11 p.m. and for vessels working on the South shore of Vancouver Harbour until 12 midnight, when double the straight time rate will be paid for such work on Saturday and Sunday with a minimum of 3 hours. No work shall be performed between 12 midnight and 8 a.m. on any day, except in case of an emergency involving safety of a vessel, life or property, in which event any work performed shall be at regular overtime rates of pay with a minimum of 4 hours. Night work on week days will be from 5 p.m. to 11 p.m. or 6 p.m. to 12 midnight and in no case shall exceed 6 hours. Men working these hours shall be given a rest period of 15 minutes without loss of pay after 3 full hours have been worked but will not be entitled to any meal hour. Men shall receive a minimum of 3 hours overtime pay for any night work performed. Night work at North Vancouver Monday to Friday shall stop at 11 p.m. except when finishing a ship when time may be extended to 11.30 p.m. on paying time and one-half of the overtime rate of pay. Ten specified holidays shall be recognized as well as a day during July to be agreed upon for the annual picnic when no work shall be performed unless authorized by the Board of Directors of the Federation, in which event the rate of pay between the hours of 8 a.m. and 12 midnight shall be double the straight time rate.

Vacation: effective January 1, 1948, a vacation with pay shall be provided on the following basis—one day (8 hours at the regular straight time rate) for each 250 hours worked subject to a qualifying minimum of 500 hours. After any man has worked in excess of 1,000 hours he shall be entitled to a half day (4 hours) for each 125 hours worked in excess of said 1,000 hours.

Hourly wage rates: straight time ship and dock—all labour (unless otherwise provided for), double winch driver \$1.40; hatch

tender, side runner (loading only), dock gang leader \$1.50; overtime ship and dock—all labour (unless otherwise provided for), double winch driver \$2.10; hatch tender, side runner (loading only), dock gang leader \$2.20. Special rates are provided for working through meal hours, handling special cargoes or working in adverse conditions, some of which follow: Men loading and/or discharging the "special commodities" such as caustic soda in sacks, cement, copra, fertilizer, green hides, lime in single sacks, nitrates, salmon eggs, bulk salt, salt fish, phosphates in bulk, when all the above are in lots of 25 tons or over as per Vessel's Manifest, steel rails and plates of a certain size, scrap tin in bales, scrap iron in bulk, bales or drums, certain bulk cargo commodities and commodities in sacks weighing 125 pounds or more when loading and/or discharging vessel, 10 cents per hour extra over the straight time and overtime rates is paid to double winch drivers, side runners (loading only) and labourers not otherwise classified. When handling creosoted products 15 cents per hour over the straight time and overtime rates is paid, while 10 cents per hour premium is paid double winch drivers, side runners, sling men, boom men, hatch tenders and labourers when working lumber, logs and piles submerged or awash. Where the cargo of a vessel either in whole or in part is badly damaged through fire, collision, springing a leak, or stranding, men handling that part of the cargo that is badly damaged or in an offensive condition, including bunkers, cargo or otherwise, the straight time and overtime rates respectively will be as follows—dock gang leaders and hatch tenders \$2.20 and \$3.25, double winch drivers and all other labour \$2.10 and \$3.15. On ships carrying high explosives the straight time and overtime rates respectively will be for dock gang leaders, hatch tenders and side runners \$2.20 and \$3.25, for double winch drivers and all other labour \$2.10 and \$3.15. Men actually working in refrigerators, railway refrigeration cars or below deck in connection with the refrigerators, or in railway refrigerator cars when cargo is being discharged from or loaded into ship's refrigerators when the chambers contain commodities frozen for reasons of preservation shall be paid \$1.50 per hour straight time and \$2.20 per hour overtime.

Provision is made for transportation and travelling time for work at places outside the harbour. Provision is also made for a safety and compensation committee and for the settlement of disputes, including arbitration.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of 5 new agreements, the repeal of 5 other agreements, the amendment of 21 agreements, the repeal of one amendment of another agreement and the correction of one agreement. These include the amendment of the agreements for building

trades in Hull and the sheet metal manufacturing industry at Montreal in the *Quebec Official Gazette* of December 20, the amendment of the agreements for retail stores at St. Hyacinthe in the issue of December 27, for the lithographing industry and for both the work glove and the fine glove industries for the province

in the January 3 issue, the amendment of the agreement for barbers and hairdressers at Chicoutimi in the issue of January 10, the amendment of the agreements for funeral undertakers and for the ornamental iron and bronze industry both at Montreal and the correction of the agreement for the men's and boys' clothing industry for the province in the issue of January 17, the amendment of the agreements for municipal employees at Jonquière, for barbers and hairdressers at Joliette and in Missisquoi County and for the sash and door industry at Quebec in the January 31 issue, the amendment of the agreements for garages and service stations at Montreal, and for hospital and charitable institution employees in the Quebec District and the extension of a new agreement for barbers and hairdressers in Victoriaville in the issue of February 7. All the others are summarized below.

Requests for an amendment of the agreement for building trades at Montreal and for new agreements for the work glove industry for the province and for retail stores at Mégantic were gazetted December 20. Requests for an amendment of the agreement covering hospital and charitable institution employees at St. Hyacinthe and for new agreements for building trades at Montreal and iron oxide miners at Red Mill were published December 27. Requests for the amendment of the agreements for barbers and hairdressers at Valleyfield, for the uncorrugated paper box industry for the province, for barbers at Hull and for printing trades at Montreal, as well as a request for a new agreement for the fine glove industry for the province, were all gazetted January 10. Requests for the

amendment of the agreements for dairy employees at Quebec and for barbers and hairdressers at Rouyn and Noranda were published January 17. Requests for a new agreement for funeral undertakers at Montreal and for the amendment of the agreement for plumbers at Hull were both published January 24. Requests for new agreements for ornamental iron workers at Montreal, for building trades at Quebec and for plumbers at Three Rivers and for the amendment of the agreement for barbers and hairdressers at Chicoutimi were gazetted January 31. A request for the amendment of the agreement for garages and service stations at Sherbrooke was published February 7. A request for the amendment of the agreement for retail stores at Richmond and Melbourne was gazetted February 14.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Manufacturing: Fur and Leather Products

TANNERY EMPLOYEES, PROVINCE OF QUEBEC

An Order in Council, dated January 22, and gazetted January 31, amends the previous Orders in Council for this industry (L.G., May, 1946, p. 627, June, p. 782, Aug., p. 1092, Sept., p. 1247, Oct., p. 1445; Jan., 1947, p. 48, Aug., p. 1174, and previous issues).

Wages: there is a general increase of 10 cents per hour over the minimum hourly rates paid from July 19, 1947. Piece-work rates which were in effect on April 10, 1947, are increased by 10 per cent. Wages paid either on an hourly or weekly basis on April 10, 1947, which yielded a remuneration higher than the hourly rates stipulated in the agreement at that date, are also increased by 10 per cent.

SHOE INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated January 22, and gazetted January 31, amends the previous Orders in Council for this industry (L.G., Sept., 1946, p. 1247; Oct., 1947, p. 1473, Dec., p. 1802; Jan., 1948, p. 51).

Overtime: watchmen receive time and one-half after 60 hours of work per week.

Wages: minimum wage rates for office employees are increased from 31 to 37 cents per hour in zone I, from 28 to 34 cents in zone II and from 26 to 32 cents in zone III.

Vacation: to be entitled to vacation with pay, every employee must have worked at least 3 months for the same employer instead of 6 months as stated previously. After 3 months' service with the same employer, the employee is entitled to his 2 per cent even if a period of less than 3 months has elapsed since the last vacation pay. When an employee after 3 or more months' service leaves during the year prior

* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

to the vacation with pay, the employer must pay him the amount due as vacation pay.

Piece-work rates: the Parity Committee may decide that jobbing or production work or any other system be considered as a piece-work system and that such employee working on a jobbing or production basis or with other piece-work employees shall be considered as a piece-work employee even when paid on an hourly basis.

This amendment also provides for the following changes in some of the operations of the lasting department: in class 1, "pounding uppers" is included in the operation "lasting by hand"; in class 3, the "pulling out of tacks" is included in the operation "lasting heel seat on automatic machine"; the operation "pulling and tacking counter" is deleted from class 2 and the operation "sewing Indian specialties" is deleted from class 3.

Manufacturing: Textiles and Clothing

DRESSMAKING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated December 18, and gazetted December 27, amends the previous Orders in Council for this industry (L.G., May, 1946, p. 627, July, p. 930, Sept., p. 1249, Nov., p. 1583, and previous issues).

Wages: minimum weekly wage rates for a 44-hour week—operators, sample makers \$20.02; drapers \$18.48; finishers, assistant pressers, \$17.60; examiners \$16.72; folders, general hands \$15.40; pressers (male) \$35.20, (female) \$21.12; cutters (skilled) \$40.04, (semi-skilled) \$30.80; spreaders \$22. (These are increases ranging from \$3.75 to \$11.60 per week over the previous minimum rates. No piece-work prices may be fixed which do not yield pay equal to the above minimum rates.)

Apprentices are to receive the following minimum weekly wage rates: apprentice cutters from \$13.20 per week during first 6 months to \$27.72 during sixth 6 months; all other apprentices from \$12.98 during first 6 months to \$17.60 during fourth 6 months (except for examiners, folders and general hands who will receive the minimum in their respective trades after the third period of 6 months of their apprenticeship).

Vacation: one week with pay after one year's service with the same employer.

EMBROIDERY INDUSTRY, MONTREAL

An Order in Council, dated January 29, and gazetted February 7, makes obligatory the terms of a new agreement between Fashion Accessories Manufacturers' Association Inc. and Embroidery, Pleaters, Stitchers and Button Makers Union, Local 315, of the International Ladies Garment Workers' Union. Agreement to be in effect from February 7, 1948, to July 31, 1948, and thereafter from year to year, subject to notice. Territorial jurisdiction comprises the Island of Montreal and within 10 miles from its limits.

Hours: 8 per day, Monday to Friday, a 40-hour week.

Overtime is payable at time and one-half and not more than 8 hours' overtime is permitted in any one week. No work is to be performed on 6 specified holidays.

Minimum wage rates: Bonnaz operators \$1.07 per hour; pleaters and pattern makers 63 cents; stampers, special machine operators 47 cents; crochet beaders 44 cents; hand embroidery workers, floor help, pleater's assistants, covered button and buckle makers 39 cents. (These are increases ranging from 5 to 10 cents per hour over the previous rates.)

Vacation: 7 days with pay after one year's service, one-half day with pay for each month for employees with less than one year's service.

Home work is prohibited except hand embroidery and crochet beading which may be done at home if full information is given the parity committee. For such work, piece-work rates must be set which will yield the worker 80 per cent of the weekly minimum wage rates set in this decree.

Provision is made for apprenticeship regulations.

Manufacturing: Printing and Publishing

PRINTING TRADES, QUEBEC

An Order in Council, dated December 23, and gazetted January 10, makes obligatory the terms of a new agreement between "Le Syndicat patronal de l'Imprimerie de Québec, inc." and "Le Syndicat catholique des Imprimeurs et Relieurs de Québec, inc.", "L'Union typographique de Québec, local n° 302", "L'Union des pressiers et Clicheurs de Québec, local n° 152", "L'Union des Relieurs, local n° 152", "Le Syndicat catholique des Imprimeurs de Rimouski et Rivière-du-Loup", "Le Syndicat catholique des ouvriers imprimeurs de la Beauce". Agreement to be in effect from January 10, 1948, to October 15, 1948, and thereafter from year to year, subject to notice. Territorial jurisdiction comprises the judicial districts of Quebec, Beauce, Montmagny, Kamouraska, Rimouski, Gaspé and those parts in the districts of Three Rivers, St. François and Arthabaska not governed by the agreement for printing trades in the Montreal district. The agreement covers both daily newspaper and job work.

Establishments governed by the agreement are divided into 5 classes for the purpose of rating the wages and the duration of labour: class "A" includes all establishments operating one or more rotary, multi-cylinder printing presses, for whatever purpose, as well as photogravure and electrotyping establishments with the exception of paper bag factories; class "B" includes all establishments operating one cylinder and 3 automatic presses, or 2 cylinders and 2 automatic presses, or 3 cylinders and one automatic press, or 4 cylinders or more, and paper bag factories; class "C" includes all establishments operating 2 cylinder presses or more, or one composing machine or more, or one cylinder when employing 7 male employees or more, or any establishment employing 7 or more male employees irrespective of the equipment, as well as lithography, offset, photo-litho, ruling and book-binding establishments not specifically mentioned in classes "A", "B" and "E", and the printing departments of paper box manufacturing concerns; class "D" includes all establishments not comprised in the other categories; class "E" includes all establish-

ments engaged exclusively in bookbinding operations.

Hours: 45 hours per week for establishments of classes "A", "B", "C" and "E"; 48 hours for class "D" and for paper bag and paper box factories; hours for night shifts are 42 per week with a maximum of 9 hours per night.

Overtime and all work performed between mid-day and 12 p.m. on Saturday is payable at time and one-half, double time on Sundays and 5 specified holidays.

Minimum wage rates: typographer, keyboard and caster operators \$1 per hour for class "A", 95 cents for class "B", 90 cents for class "C"; bookbinding finisher-gilder \$1 for class "A", 95 cents for class "B", 90 cents for class "C", 86 cents for class "E"; pressman and stereotyper 97 cents for class "A", 93 cents for class "B", 88 cents for class "C", bookbinder 92 cents for class "A", 89 cents for class "B", 85 cents for class "C", 83 cents for class "E"; photo-engraver and camera operator 92 cents for class "A"; helper in classes "A", "B" and "C" 28 cents in first year, 32 cents in second year; pressman on cylinder (class "D") 75 cents; pressman on platen press, typographer (class "D") 67 cents.

Journeyman on night shifts shall receive \$2 more per week than the regular rates established for day workers. Foremen shall receive \$4 more per week than journeymen in classes "A", "B" and "C" and \$3 more in the other classes.

Apprentices shall receive from \$12 per week in first year to \$24 in second 6 months of fifth year, and \$1 more per week for night work in their first, second and third years and \$2 more per week in their fourth and fifth years. Castermen's helpers shall receive apprentice's wages up to the rate fixed for the fourth year inclusive. After 4 years, their wages shall be increased by 10 per cent every year until they attain the journeymen's rates. Bookbinding female employees start at \$9 per week, increased to \$16 in the second 6 months of their third year.

In judicial districts other than that of Quebec, the wage scale may be reduced by 10 per cent and overtime work shall be paid at time and one-half, with a 48-hour day week and 45 hours at night.

Home work is prohibited. Provision is made for board and lodging and for apprenticeship regulations.

Vacation: one week with pay annually after one year's continuous service; one-half day with pay for each month of service for those who have been employed for less than one year.

Manufacturing: Metal Products

CLOCKMAKERS, MONTREAL

An Order in Council, dated January 29, and gazetted February 7, makes obligatory the terms of a new agreement between "L'Association des Bijoutiers de la province de Québec, inc." and "Le Conseil Corporatif des Compagnons—Horlogers de Montréal, inc." Agreement to be in effect from February 7, 1948, to February 6, 1949, and thereafter from year to year, subject to notice. Territorial jurisdiction comprises

the Island of Montreal, Jesus Island, the county of Terrebonne, the city of Joliette, the village of Saint-Félix de Valois, the town of L'Assomption, the village municipalities of Saint-Jacques de Montcalm, Mont-Laurier, L'Annonciation and Ferme-Neuve.

Hours: 48 hours per week with overtime paid at the *pro rata* of the wages received.

Minimum wage rates: senior-clockmakers \$35 per week, junior-clockmakers \$25. (These rates are the same as those previously paid.) The rate for supernumerary-senior-clockmakers is increased from 80 cents to \$1 per hour, and for supernumerary-junior-clockmakers from 65 cents to 75 cents per hour.

Vacation: one week with pay annually after one year of service for the same employer.

Provision is made for apprenticeship regulations.

Construction

BUILDING TRADES, MONTREAL

An Order in Council, dated February 5, and gazetted February 14, makes obligatory the terms of a new agreement between the Builders Exchange Inc. of Montreal, The Master Plumbers Association of Montreal and vicinity, "La Section des Entrepreneurs en Plomberie et Chauffage" of the Retail Merchants Association of Canada inc. and "Le Conseil des Syndicats des Métiers de la Construction de Montréal", The Building and Construction Trades Council of Montreal and Vicinity, The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 144, "L'Association des Plombiers, Soudeurs et Poseurs d'appareils de Chauffage des Syndicats nationaux de Montréal, inc."

Agreement to be in effect from February 14, 1948, to March 31, 1948, and for an additional 30 days pending the adoption of a new agreement. It applies to all engineering, construction and building operations, landscape work (except maintenance landscape work), road work and all erection, repair and demolishing undertakings. The agreement does not apply to building operations performed in cemeteries nor to municipal and railway employees.

Territorial jurisdiction comprises the Island of Montreal and within 15 miles from its limits and the City of Salaberry-de-Valleyfield. However, outside the Island of Montreal it does not apply to building operations costing less than \$25,000. For the elevator trades, the structural steel trade, the trade of steam generating mechanics, construction boiler-makers and reinforcing steel erectors, the entire province of Quebec is included, except in districts where a ratified collective agreement is in effect for these trades.

Hours: for qualified tradesmen, 8 per day, 4 on Saturday, a 44-hour week; for landscape workmen, shovel operators and pile driver men with associated crews, team drivers, general trucking, cartage and hauling employees, 55 hours per week; for common labourers (and for mastic floor workmen, cement finishers and roofers other than sheet metal roofers, when necessary)

9 per day, 50 per week; for linoleum and tile layers, etc., 48 per week; for road construction 60 per week.

Overtime: time and one-half to midnight; after midnight and all work on Sundays and 11 specified holidays, double time.

Minimum wage rates are the same as those previously in effect and published in the *LABOUR GAZETTE* Sept., 1946, p. 1252, with the following exceptions: the rate for asbestos insulation mechanic is increased from \$1.03 to \$1.35 per hour, for journeyman electrician from \$1.11 to \$1.25, for common labourer and kettleman from 67 to 70 cents, for marble setter from \$1.17 to \$1.30, for tile setter and terrazzo layer from \$1.06 to \$1.23, for terrazzo polishing machine operator (water polishing) from 76 to 90 cents, for terrazzo polishing machine operator (dry) from 95 cents to \$1.08, for landscape workman, carter, teamdriver, general trucking, cartage and hauling from 62 to 70 cents.

Apprentices' wages are the same as those previously paid with the following exceptions: for the structural steel industry 70 per cent of journeyman's rate during first year instead of 50 per cent; for steam generating mechanics and construction boilermakers from 60 per cent during first year to 90 per cent during fourth year; for the trades of marble and tile setter and terrazzo layer from 74 cents per hour during first year to \$1.07 during fourth year; apprentice terrazzo polishing machine operator (dry) from 88 cents per hour during first 3 months to \$1.08 (operator's rate) after 6 months, (water polishing) 74 cents for first 3 months and 90 cents after 3 months.

Vacation: one week with pay equivalent to 2 per cent of annual earnings for employees with one year's service as asbestos insulation mechanics, marble tile and terrazzo layers and terrazzo dry or water polishing machine operators.

Elevator Construction

This section of the agreement applies throughout the province, which is divided into 3 zones: the Montreal region, the Hull region and the Quebec region.

Hours: 8 per day, 4 on Saturdays, as in former agreement.

Hourly wage rates for the 3 regions are the same as those previously in effect and summarized in the *LABOUR GAZETTE*, July, 1947, p. 1003, Nov., p. 1662.

Plumbers

This section of the agreement applies to all pipe mechanics engaged in all work whether inside or outside the shop, and to all pipe insulations, whether movable or immovable, within or outside a building, including the installation, repair, or renovation of any new or existing plumbing or heating system and the assembling and erecting of furnaces, boilers and equipment in connection with same.

Hours for skilled workers remain unchanged at 44 per week. Overtime is payable at time and one-half until midnight and on Saturday afternoon; double time after midnight and on Sundays and 11 speci-

fied holidays. For employees working outside the city limits, the time needed to travel from the city limits to the job, and *vice versa*, shall be paid at single time, the cost of such transportation to be paid by employer.

Minimum hourly wage rates: master plumber and master heating contractor working as employee \$1.75 per hour; journeyman in plumbing, heating and pipe work, pipe welder \$1.40; junior mechanic \$1; apprentices from 55 cents per hour in first year to 75 cents in fourth year.

Maintenance men in the plumbing trade work a maximum of 48 hours per week, with overtime at time and one-half (except for employees earning a minimum of \$2,080 per annum) as in previous agreement.

Weekly wages and other conditions for maintenance men are the same as those previously in effect and published in the *LABOUR GAZETTE*, May, 1947, p. 690.

BUILDING TRADES, CHICOUTIMI

An Order in Council, dated January 22, and gazetted January 31, amends the previous Orders in Council for this industry (L.G., March, 1945, p. 349; May, 1946, p. 628, July, p. 930; Feb., 1947, p. 185; Jan., 1948, p. 51, and previous issues) by the addition to the wage scale of the category junior journeymen of the plumber and steamfitter trade (1 year), with a wage rate of 75 cents per hour in zone I, 70 cents in zone II and 60 cents in zone III.

BUILDING TRADES, HULL

An Order in council, dated January 22, and gazetted January 31, amends the previous Orders in Council for this industry (L.G., May, 1946, p. 629, Aug., p. 1094; Feb., 1947, p. 186, Nov., p. 1662, and previous issues) by providing that the category "specialized labourer" is no longer included in this agreement.

Minimum hourly rate for carpenters-joiners in zone I is increased from \$1.05 to \$1.15 per hour and for labourers in zone I from 60 to 70 cents per hour.

Transportation and Public Utilities: Water Transport

LONGSHOREMEN (OCEAN NAVIGATION), MONTREAL

An Order in Council, dated December 10, and gazetted December 20, repeals from December 31, 1947, the Order in Council making this agreement obligatory (L.G., Aug., 1947, p. 1175).

CHECKERS AND COOPERS (OCEAN NAVIGATION), MONTREAL

An Order in Council, dated December 10, and gazetted December 20, repeals from December 31, 1947, the Order in Council making this agreement obligatory (L.G., Sept., 1947, p. 1308).

SHIPLINERS (OCEAN NAVIGATION), MONTREAL

An Order in Council, dated December 10, and gazetted December 20, repeals from December 31, 1947, the Order in Council making this agreement obligatory (L.G., Sept., 1947, p. 1308).

Trade

HARDWARE AND PAINT STORES, QUEBEC

An Order in Council, dated January 22, and gazetted January 31, amends the previous Orders in Council for this industry (L.G., July, 1946, p. 931; Jan., 1947, p. 50, Sept., p. 1308, and previous issues) by providing that Good Friday afternoon is not considered a statutory paid holiday and all regular employees must work on this day after 1 p.m.

Service: Business and Personal

BARBERS, MONTREAL

An Order in Council, dated December 10, and gazetted December 20, amends the previous Orders in Council for this industry (L.G., May, 1945, p. 721, June, p. 874; Dec., 1946, p. 1775, and previous issues). An amendment published in the *Quebec Official Gazette* of April 5, 1947, increased the wage rate for journeymen barbers from \$19 per week plus 50 per cent of the receipts

of their work in excess of \$27 per week to \$22 per week plus 50 per cent of receipts in excess of \$31 per week.

Minimum wage rate for journeymen barbers is increased in the present amendment to \$25 per week plus 50 per cent of receipts in excess of \$35 per week.

Service: Public Administration

MUNICIPAL EMPLOYEES (OUTSIDE SERVICES), SHERBROOKE

An Order in Council, dated January 29, and gazetted February 7, repeals the Order in Council making this agreement obligatory and amendment (L.G., Sept., 1945, p. 1342; Aug., 1946, p. 1094).

MUNICIPAL EMPLOYEES (GAS AND ELECTRICAL DEPARTMENTS), SHERBROOKE

An Order in Council, dated January 29, and gazetted February 7, repeals the Order in Council making this agreement obligatory (L.G., Sept., 1946, p. 1254).

Industrial Standards Acts, Etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Ontario, Saskatchewan and Alberta

In six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council, in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, October, 1940, p. 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

Ontario

Construction

BRICKLAYERS, OTTAWA

An Order in Council, dated October 31, and gazetted November 22, makes binding the terms of a new schedule for bricklayers and stonemasons in the Ottawa Zone, to be in effect from December 2, 1947, "during pleasure".

Hours are reduced from 44 to 40 per week.

Overtime is payable at time and one-half for work performed between 5 p.m. and 10 p.m. on a regular working-day and between 8 a.m. and 12 noon on Saturday; double time for all other overtime and for work on Sundays and 5 specified holidays. Work of not more than 8 hours' duration performed at night and which cannot be performed during the day is payable at the regular hourly rate.

Minimum wage rate is increased from \$1.25 to \$1.40 per hour. Employees working on a night shift receive 8 hours' pay for 7 hours' work.

The advisory committee may fix a lower minimum rate for handicapped workers.

BUILDING LABOURERS, OTTAWA

An Order in Council, dated January 29, and gazetted February 14, makes binding the terms of a new schedule for labourers in the Ottawa Zone, to be in effect from February 24, 1948, "during pleasure".

Minimum wage rate: 61 cents per hour, but when an employee is a helper to a bricklayer or plasterer he shall be paid 75 cents per hour.

The advisory committee may fix a lower minimum rate for handicapped workers.

CARPENTERS, KINGSTON

An Order in Council, dated October 31, and gazetted November 22, makes binding the terms of a new schedule for carpenters at Kingston, to be in effect from December 2, 1947, "during pleasure".

Hours: 8 per day, Monday to Friday, a 40-hour week.

Overtime and all work on Sundays and on 6 specified holidays is payable at double time, except 4 hours' overtime at the end of any regular working-day and between 8 a.m. and 12 noon on Saturday, when time and one-half is paid. Work performed at night of not more than 8 hours' duration which cannot be performed during the day is payable at the regular rate. No work on Saturday, Sunday and 6 specified holidays except in cases of extreme necessity, after obtaining a permit from the advisory committee.

Minimum wage rate: \$1.18 per hour. Employees working on a night shift receive 8 hours' pay for 7 hours' work.

Apprentices are governed by the terms of The Apprenticeship Act.

ELECTRICAL WORKERS, KINGSTON

An Order in Council, dated October 31, and gazetted November 22, makes binding the terms of a new schedule for electrical workers in the Kingston Zone, to be in effect from December 2, 1947, "during pleasure".

Hours: 8 per day, Monday to Friday, a 40-hour week.

Overtime is payable at double time, except that 4 hours' overtime may be added to any regular working-day and except work between 8 a.m. and 12 noon on Saturday which are payable at time and one-half. No work to be performed on Saturday, Sunday and 6 specified holidays, except in cases of extreme necessity, after obtaining a permit from the advisory committee, in which case double time will be paid (time and one-half Saturday morning).

Minimum wage rate: \$1.15 per hour. An employee working on a night shift shall be entitled to 8 hours' pay for 7 hours' work.

The advisory committee may fix a lower minimum rate for handicapped workers.

CARPENTERS, ST. CATHARINES

An Order in Council, dated January 22, and gazetted February 7, makes binding the terms of a new schedule for carpenters in the St. Catharines Zone, to be in effect from February 17, 1948, "during pleasure".

Hours: 8 per day, Monday to Friday, a 40-hour week as in previous schedule.

Overtime work performed on Saturday before 5 p.m. or during a three-hour period immediately following a regular working-day is payable at time and one-half; work performed at night, which cannot be performed during regular working periods, is payable at the regular rate; all other overtime and all work on Saturdays, Sundays and 5 specified holidays is payable at double time, unless the advisory committee has issued a special permit authorizing performance of the work at a lower rate.

Minimum wage rate is increased from \$1.10 to \$1.25 per hour.

The advisory committee may fix a lower rate for handicapped workers.

CARPENTERS, WINDSOR

An Order in Council, dated November 14, and gazetted December 6, makes binding the terms of a new schedule for carpenters at Windsor, to be in effect from December 16, 1947, "during pleasure".

Hours remain unchanged at 40 per week.

Overtime is payable at double time, except that one hour's overtime may be added to any regular working-day at time and one-half. Work performed at night of not more than 8 hours' duration which cannot be performed during the day and work on Saturday before 12 noon to permit the pouring of concrete is payable at the regular rate. All other work on Saturdays, Sundays and on 5 specified holidays only on permit from advisory committee, and is payable at double time.

Minimum wage rate is increased from \$1.23 to \$1.35 per hour. Employees working on a night shift shall receive \$1.40 per hour or 8 hours' pay for 7 hours' work.

Apprentices are governed by the terms of The Apprenticeship Act.

PLUMBERS, PORT ARTHUR AND FORT WILLIAM

An Order in Council, dated November 27, and gazetted December 6, makes binding the terms of a new schedule for plumbers at Port Arthur and Fort William, to be in effect from December 16, 1947, "during pleasure".

Hours are unchanged at 40 per week.

Overtime is allowed only after obtaining a permit from the advisory committee, and is payable at time and one-half between 5 p.m. and midnight. Overtime work at the regular rate may be performed between 8 a.m. and 12 noon on Saturday to permit the setting of sleeves and inserts but a minimum of 2 hours' wages shall be paid for the work. One hour overtime may be added at the regular rate to any ordinary working-day to complete a repair job. For overtime work on emergency repairs, the first 2 hours are payable at the regular rate, and travelling time to and from the job shall be paid to an employee called from his home for work requiring less than one hour's time. All other overtime and work on Sundays and 8 specified holidays is payable at double time.

Minimum wage rate is increased from \$1.10 to \$1.25 per week. Employees working on a night shift shall receive 8 hours' pay for 7 hours' work.

The advisory committee may fix a lower minimum rate for handicapped workers.

Apprentices are governed by the terms of The Apprenticeship Act.

Saskatchewan

Manufacturing: Vegetable Foods

BAKERS AND BAKERY SALESMEN, PRINCE ALBERT

An Order in Council, dated October 24, and gazetted November 8, makes binding the terms of a new schedule for bakers at Prince Albert and within a radius of 5 miles, to be in effect "during pleasure".

Hours: 8-hour day, 44-hour week for all inside employees.

Overtime: all work in excess of 8 hours in any one day or 44 hours in any one week is payable at time and one-half. Employees working on any of the specified holidays shall be paid, in addition to one day's wages at the regular rate, time and one-half their regular wage rate for every hour or part of an hour during which they work on such holiday.

Minimum weekly wage rates: doughmen, ovenmen, head shipper \$35 per week; assistant doughmen \$32; bench hand, machine operators, cake bakers \$33; assistant cake bakers, baker's assistant, assistant shipper, barn and stablemen \$28; pan boys and bread rackers \$23; machine bread wrappers \$26; hand wrappers and packers, cake and roll finishers, cake and roll wrappers, inside sales persons \$24; janitors and clean up persons \$29; delivery salesmen \$40; apprentices from \$20 per week during first 12 months to \$25 during sixth 6 months. All part time employees shall be paid at a rate *pro rata* to the above schedule, provided that no employees shall be called for part time work and be paid for less than 3 consecutive hours.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

Alberta

Construction

SHEET METAL WORKERS, EDMONTON

An Order in Council, dated October 30, and gazetted November 15, repeals the Order in Council making this schedule binding (L.G., June, 1941, p. 707).

Transportation and Public Utilities: Local Transport

TAXI DRIVERS, EDMONTON

An Order in Council, dated October 21, and gazetted October 31, repeals the Order in Council making this schedule binding (L.G., Sept., 1939, p. 953).

TAXI DRIVERS, CALGARY

An Order in Council, dated October 21, and gazetted October 31, repeals the Order in Council making this schedule binding (L.G., May, 1940, p. 503).

TAXI AND BUS DRIVERS, BANFF

An Order in Council, dated October 21, and gazetted October 31, repeals the Order in Council making this schedule binding (L.G., July, 1939, p. 733).

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During January

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

During the month of January the Department of Labour prepared 47 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 35 construction contracts were awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other bona fide interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than

44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "minimum rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation".

(2) *Contracts for the Manufacture of Supplies and Equipment*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation.. . . .	4,243	\$4,034,552.00
Post Office.. . . .	17	92,218.10
R.C.M.P.	2	28,750 00

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING JANUARY

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Canadian Commercial Corporation				
Moncton, N.B.....	Painting exterior trim on buildings at No. 5 Equipment Depot.	Garland's Hardware, Moncton, N.B.	\$5,775 00	October 9, 1947
Dartmouth, N.S.....	Repairs and reinforcing of the trusses in Hangars Nos. 5, 6, 7, 8, 108, 109 and 110 at the R.C.A.F. Station.	A. F. Byers Construction Co., Ltd., Montreal (28), Que.	60,000 00	January 7, 1948
Greenwood, N.S.....	Construction of 100 Pre-mill-cut housing units for permanent married quarters, R.C.A.F. Station	J. & D. A. Harquail Co., Ltd., Campbellton, N.B.	836,770 00	January 3, 1948
Halifax, N.S.....	Construction of inflammable stores building No. 57, H.M.C. Dockyard	Standard Construction Co., Ltd., Halifax, N.S.	29,400 00	January 30, 1947
Montreal, Que.....	Construction of roads, drainage, walls, etc., at Quebec Command Headquarters, St. Sulpice Barracks	The Key Construction Ltd., Montreal, Que.	13,390 00	October 15, 1947
St. Hubert, P.Q.....	Aviation kerosene storage, R.C.A.F. Station	J. D. Bogue, Ottawa, Ont.	3,595 00	November 13, 1947
Aylmer, Ont.....	Repairs and reinforcement of the trusses in Hangars Nos. 1 and 5, and shoring repairs in Hangars Nos. 2, 3 and 4 at No. 1 I.T.S.	A. F. Byers Construction Co., Ltd., Montreal (28), Que.	20,000 00	January 13, 1948
Gloucester Township, Ont..	Installation of antennae system	Stanley G. Brookes, Ottawa, Ont.	18,750 00	September 24, 1947
Orleans, Ont.....	Construction of New Halifax Rhombic at W/T Station	Stanley G. Brookes, Ottawa, Ont.	4,750 00	October 25, 1947
Ottawa, Ont.....	Alterations for Air Cadet Accommodation, Beaver Barracks	Henry Dagenais, Ottawa, Ont.	7,341 00	September 24, 1947
Toronto, Ont.....	Aviation kerosene storage, R.C.A.F. Station	Spartan Contracting Co. Ltd., Toronto, Ont.	5,194 55	November 24, 1947
Trenton, Ont.....	Construction of 125 Pre-mill-cut housing units for permanent married quarters, R.C.A.F. Station	Hill-Clark-Francis, Ltd., New Liskeard, Ont.	1,050,580 00	January 8, 1948
Edmonton, Alta.....	Restoration of Hangar Site, R.C.A.F. Station	Bennett & White of Edmonton, Ltd., Edmonton, Alta.	41,791 40	October 9, 1947
Sea Island, B.C.....	Conversion of Building No. 7 to married quarters, R.C.A.F. Station	Chester H. Neff, Vancouver, B.C.	59,821 00	September 8, 1947
Fort St. John, B.C.....	Repairs to the piers of the Peace River Bridge, Northwest Highway System	Creaghan and Archibald Ltd., Montreal (25), Que.	172,500 00	January 28, 1948
Central Mortgage and Housing Corporation				
Penticton, B.C.....	Installation of water services	Interior Contracting Co. Ltd., Penticton, B.C.	23,691 00	December 18, 1947
Vancouver, B.C.....	Construction of houses....	Dick & Perkins Construction Co. Ltd., Vancouver, B.C.	188,000 00	February 17, 1948
Vancouver, B.C.....	Construction of houses....	Alton Ottowell Co. Ltd., Vancouver, B.C.	188,000 00	February 17, 1948
Vancouver, B.C.....	Construction of houses....	Biltmore Construction Co. Ltd., Vancouver, B.C.	328,951 00	February 17, 1948

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING JANUARY—Concluded

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
National Harbours Board				
Saint John Harbour, N.B.	Reconstruction of Pettingill Wharf and shed	McLeod-St. John Dry Dock Co. Ltd., East Saint John, N.B.	2,686,871 59	October 14, 1947
Department of Public Works				
Tignish Harbour, P.E.I.	Repairs to breakwaters	H. J. Phillips & Son, Charlottetown, P.E.I.	77,673 25	November 12, 1947
Edmundston, N.B.	Alterations to Public Building	John Flood & Sons, Ltd., Saint John, N.B.	26,760 00	October 10, 1947
Truro, N.S.	Repairs and painting at Public Building	Messrs. Kenney Construction Co., Ltd., Yarmouth, N.S.	17,668 00	October 6, 1947
Ste. Scholastique, P.Q.	Alterations and additions to Public Building	Messrs. Emilien Lafortune & Jean-Claude Pereaute, Joliette, P.Q.	11,191 28	July 18, 1947
Trois Pistoles, P.Q.	Construction of a wharf extension and dredging	Jean Baptiste Rioux, Trois Pistoles, P.Q.	95,848 90	October 27, 1947
Brantford, Ont.	Alterations to Public Building	Schultz Construction Ltd., Brantford, Ont.	9,890 00	December 16, 1947
London, Ont.	Repairs and replacements of roofing to designated buildings, Westminster Hospital	J. A. Brownlee Ltd., London, Ont.	6,147 12	December 22, 1947
Ottawa, Ont.	Interior painting and redecoration at Library of Parliament	Robert Strang, Ottawa, Ont.	10,300 00	November 21, 1947
Ottawa, Ont.	Improvements to lighting—Postal Terminal Building	Messrs. Fred A. Wilson Contracting Co. Ltd., Ottawa, Ont.	5,661 00	December 11, 1947
Port Hope, Ont.	Harbour repairs, Centre Pier	Ontario Construction Co., Ltd., St. Catharines, Ont.	82,900 00	November 26, 1947
Port Hope, Ont.	Harbour repairs, East Breakwater	Ontario Construction Co., Ltd., St. Catharines, Ont.	8,125 00	November 26, 1947
Moose Jaw, Sask.	Interior painting of Public Building	T. D. MacKay, Moose Jaw, Sask.	7,552 00	October 11, 1947
Calgary, Alta.	Construction of a weights and measures building	Hornstrom Brothers, Calgary, Alta.	36,690 00	October 7, 1947
Calgary, Alta.	Interior painting and redecorating at Customs Building	Messrs. William Sigalet & Co. Ltd., Calgary, Alta.	6,300 00	November 13, 1947
Beaver Point, Burgoyne Bay and Vesuvius Bay, B.C.	Wharf repairs and float removal	James McDonald Construction Co., Ltd., Victoria B.C.	8,033 50	November 17, 1947

LABOUR LAW

Recent Regulations Under Dominion and Provincial Legislation

Upward revisions in the wages to be paid apprentices in plumbing and steam-fitting in Alberta have been ordered for certain portions of the apprenticeship period. A syllabus of training, approved by the Apprenticeship Board, is to be provided in the future for such apprentices. In New Brunswick the increase from \$2,000 to \$2,500 in the maximum average earnings on which workmen's compensation may be based has been brought into effect. Coal mines and sodium sulphite mines and works are brought under the Saskatchewan Factories Act. The yearly fee charged any person eligible for benefits under the Saskatchewan Health Services Act has been raised from \$9.50 to \$11.

DOMINION

Canada Shipping Act

New pilotage by-laws of the New Westminster Pilotage District which were approved by P.C. 57 of January 8, gazetted January 28, exempt from pilotage dues vessels under 250 tons net registered tonnage, instead of those under 50 tons. An embarking and a disembarking fee of \$5 each has been introduced for vessels employing a pilot and the charge for moving a vessel between certain specified points has been raised by \$5.

The new Order repeals an Order in Council (P.C. 957) of May 7, 1930.

PROVINCIAL

Alberta Apprenticeship Act

The regulations of August 9, 1945 (L.G., 1945, p. 1349) governing the trade of plumbing and steam-fitting have been amended so that certain provisions regarding instruction, training and prescribed courses for apprentices will hereafter be set out in a syllabus approved by the Apprenticeship Board rather than in the regulations. These sections had previously set out in detail the classes and courses required and the skills and processes in which the apprentice was to be instructed by the employer. A subsection is added to the general regulations governing designated trades to require the employer to allow an apprentice to attend regularly all classes and training prescribed by the Board.

The wages to be paid an apprentice have been increased in the sixth half-yearly training period, from 42½ per cent to 45 per cent of the prevailing journeyman's wages, in the seventh half-year from 45

to 50 per cent, and for the eighth period, from 47 to 60 per cent. The rate for the ninth and tenth periods remains at 75 per cent. As before, all increases, except the first, are subject to the passing of such trade tests and examinations for the annual certificates of progress as are prescribed.

These amendments were made through Order in Council 1375 of December 30, 1947, gazetted January 15, 1948.

Alberta Co-operative Associations Act

The standard by-laws of co-operative societies established in December 24, 1946 (L.G., 1947, p. 197) have been amended by Order in Council 1352 of December 23, 1947, gazetted January 15, 1948. One of the new sections requires the bonding of persons entrusted with the handling of money or goods and the other provides that an association may borrow annually from each member an amount of money equal to his patronage dividend and may repay this loan without interest.

Alberta Public Service Pension Act, 1947

This Act is to be applied, beginning April first next, by virtue of Order in Council 54 gazetted January 31, to employees of the University Hospital Board, the Civil Service Association of Alberta, the Alberta Liquor Control Board, Marketing Services Limited, and the Alberta Government Insurance Office. It was applied to persons employed by the Workmen's Compensation Board last May 6 (L.G., 1947, p. 1024). The Act requires contributions from employees of five per cent of their salaries and by the Government of at least an equal amount.

British Columbia Workmen's Compensation Act

By order of the Workmen's Compensation Board, January 10, gazetted January 22, pneumoconiosis contracted in rock-quarrying and rock-drilling was added to the industrial diseases under the Act.

New Brunswick Workmen's Compensation Act

The amendment to the above Act (L.G., Jan., p. 55) which raised the maximum average earnings on which compensation may be based from \$2,000 to \$2,500 has been proclaimed in effect from January 1, 1948. The Proclamation was issued on January 9 and gazetted January 21.

Ontario Old Age Pensions Act

The necessary conditions for an old age pensioner to receive a cost-of-living bonus not exceeding ten dollars a month have been relaxed somewhat. Previously, an application had to be made in writing to the Old Age Pensions Commission setting forth in detail the exceptional nature of the applicant's needs; and these needs had to be confirmed by an investigator. A unanimous decision of the Commission was necessary.

By Order 269 of December 18 last, gazetted January 3, amending Order 141 of July 24, 1947 (L.G., 1947, p. 1498), the words "by unanimous decision" have been removed. Order 14, January 29, 1948, gazetted February 14, further amends the Order of July last so that the only requirement is that there must be acceptable information indicating exceptional need in the records of the Department of Welfare.

Saskatchewan Factories Act

Coal mines and sodium sulphate mines and works were brought within the Factories Act by a Proclamation made under the Act on November 4, 1947, gazetted November 8. The Magistrate in Weyburn held, in a test case lodged by the Provincial Government against the Manitoba and Saskatchewan Coal Com-

pany for refusal to pay its employees overtime and holiday pay, that the Hours of Work Act and the Minimum Wage Act did not apply to coal mines. He said that since the Factories Act did not apply to coal mines, the other Acts were not applicable since they apply to factories as defined in the Factories Act. By bringing coal mines and sodium sulphate mines within the scope of the Factories Act, this difficulty is removed.

Saskatchewan Health Services Act

The yearly fee of \$9.50 charged each person eligible for benefits under the Act is raised to \$11 for the twelve-month period beginning April of this year. A three-dollar charge is to be levied for the first three months of this year. These changes in the regulations of April 16, 1946 (L.G., 1946, p. 833) are effected by Order in Council 108 of January 16, gazetted January 24.

Saskatchewan Hospitalization Act

Payments exceeding four dollars a day may be made from the Saskatchewan Hospitalization Fund for services provided persons entitled to benefits under the Act by the Flin Flon General Hospital, Flin Flon, Manitoba, or the St. Antoine Hospital at Le Pas, Manitoba, by agreement between these hospitals and the Saskatchewan Health Services Planning Commission, if the hospitals agree to accept the payment as payment in full for such services as beneficiaries would receive in Saskatchewan.

The limit of 60 days on payment for hospital services outside Saskatchewan may also be exceeded at these hospitals, provided an agreement has been reached and there is need for continued hospitalization in the opinion of the attending physician. His opinion is subject to review by the Commission.

These changes were effected by Order in Council 220 of February 3, gazetted February 14, which amended the general regulations of August 6, 1947 (L.G., March, 1948, p. 197).

Legal Decisions Affecting Labour

Picket eligible for unemployment insurance—Umpire rules.

Mr. Justice Lucien Cannon, Umpire under the Unemployment Insurance Act, allowed the appeal of Arnold Horner, former employee of Ottawa Car and Air-

craft Company, Limited, against the loss of four days' unemployment insurance benefits when he was on picket duty outside the Company's plant.

His Lordship held that Horner was unemployed when picketing, that he was

capable of and available for work, and was unable to obtain suitable employment, the three necessary conditions for the receipt of benefits.

A fuller account of this case will be found on page 198 of the March issue of the *LABOUR GAZETTE*.

Employers' contributions to Unemployment Insurance fund, like workers' rank as preferred claims in bankruptcy case.

When the *Unemployment Insurance Act* states that—

In the event of the bankruptcy of the employer the Commission shall in respect of any unpaid contributions be entitled to the same priority as is accorded wage-earners with respect to wages under the Bankruptcy Act.

the word, "contributions", includes those of both employers and workers. This was the opinion of Mr. Justice Manson of the British Columbia Supreme Court in allowing the appeal of the Unemployment Insurance Commission against the decision of the Canadian Credit Men's Trust Association Limited which allowed as a preferred claim only the workers' contributions and not the total claimed by the Commission against the assets of the Northern Spruce Company for which the Association is trustee.

When the Northern Spruce Company became bankrupt in 1945, the Unemployment Insurance Commission filed a claim with the trustee for \$207.20. The latter allowed only \$28.17, the amount of the Unemployment Insurance contributions deducted by the Company from wages for February, March and April, 1945, the months immediately before the employer's assignment.

Before the Court, the respondent trustee argued that the amount of the employer's contributions for the same months, \$37.57, did not have the same priority as the amount collected from the employees, that in the subsection quoted above the word "contributions" has the same meaning as in the subsection which preceded it. The latter clause provides—

Any sum deducted by an employer from wages or other remuneration under this Act shall be deemed to have been entrusted to him for the purpose of paying the contribution for which it was deducted.

Since this latter subsection obviously refers only to employees' contributions, it was argued that the contributions referred to in the following subsection were also workers'.

In regard to this contention, Mr. Justice Manson said:—

It is admittedly difficult to understand why subsection (2) was not enacted as a separate section and put in the Bankruptcy Act where it belongs. Nevertheless, having regard to the general tenor of the Act and to the definition of "contributions" as contained in sections 17 and 18, and to the further fact that the word "contribution" is used in the plural and not in the singular, it would seem clear that subsection (2) was intended to apply to unpaid contributions in the employers' hands, whether his own or wage-earners'.

The first subsection of the *Unemployment Insurance Act* quoted above was repealed in 1946 but the repeal will not take effect until the amending Act is proclaimed. The Bankruptcy Act has not yet been amended.—*Unemployment Insurance Commission vs. Canadian Credit Men's Trust Association Limited* 1 (1948 Western Weekly Reports 106.

Alberta claim for overtime wages allowed.

Only the Board of Industrial Relations, not its inspectors, has power under the Alberta Labour Act to arbitrate and settle a dispute concerning wages, and, failing a settlement, the acceptance, without prejudice, of payment for certain work is not a bar to the recovery of the balance. For these reasons Judge Sissons of the District Court of Southern Alberta allowed with costs a claim for \$200 in back wages allegedly owed by the Canadian Corps of Commissionaires.

The plaintiff, Moody, had been employed by the defendant Corps as a guard at the Lethbridge Airport on behalf of War Assets Corporation. When, last April, the number of guards was reduced from four to two, the plaintiff and the other remaining guard assumed that this meant they were to do 24-hour service, 12 hours on, 12 hours off, Sundays included, rather than the previous shift of eight hours a day, which was in accordance with the Hours of Work Act. They were paid wages for April, however, on an eight-hour basis.

In May, Moody complained to the Board of Industrial Relations. He and the other guard were dismissed, and the two subsequently hired were told that while they were classified as resident caretakers, they would not be expected to work, nor be paid, for more than eight hours on six days a week.

An inspector for the Board, acting on the complaint, arranged with the defendant to have the plaintiff paid for the Sundays

worked. The latter accepted this payment but, he insisted, without prejudice to his claim for the balance due for overtime. The defendant, on the other hand, considered the payment a settlement of the claim.

Counsel for the defendant made three submissions to the Court: (1) that there was a definite hiring at \$5 per day for an eight-hour shift, that this was not changed, and there was no new contract when the number of guards was reduced; (2) that the receipt of wages and the cashing of the cheques by the plaintiff barred him from action; (3) that there was a settlement pursuant to the Alberta Labour Act. Section 8 of the Act states that the Board of Industrial Relations may arbitrate in cases of disputes over wages and other conditions of employment.

The Court rejected the first argument, holding that the terms of employment were changed when two of the guards were dismissed. The trouble would not have arisen, it was pointed out, if these men had been given the specific instructions given to the guards who replaced them, or if the section of the Act had been obeyed which requires notices to be posted as to the beginning of work, hours, shifts, etc. The contention that the suit was barred by the acceptance of certain payments was also ruled out by the Court, since the defendant was at all times aware of the position taken by the plaintiff.

Regarding the third argument, that a settlement had been reached, the Judge said:—

My understanding of section 8 of The Alberta Labour Act is that it is only the Board of Industrial Relations which has the power to arbitrate in cases of dispute between employers and employees and adjust, compromise and settle such disputes and make an adjustment, compromise or settlement binding upon the employers and employees concerned. There is no evidence that this matter ever came before or was considered by the Board, and no order was made by the Board.

Under section 4 of the Act the Minister may appoint inspectors whose duty it shall be to enforce the provisions of the Act. Every inspector is empowered to enter upon premises and question employees. By section 9 inspectors are given wide powers of inspection, examination and inquiry. They do not appear to be given powers to arbitrate.

—*Moody vs. Canadian Corps Commissionaires* 1 (1948) *Western Weekly Reports* 60.

Appeal of Alberta mine operators concerning validity of termination of union agreement dismissed by Supreme Court of Canada.

The Supreme Court of Canada dismissed on January 27 a motion of members of the Western Coal Operators' Association for a ruling on the validity of a notice terminating their agreement given by the United Mine Workers of America, District 18. The operators had appealed the judgment of the Alberta Court of Appeal which held that the Wartime Labour Relations Regulations gave the parties to any agreement the right to terminate it after one year (L.G., Jan.-Feb., 1947, p. 58).

Mr. Justice Kerwin, speaking for the Supreme Court, said that any judgment given in favour of the appellants would be of no avail unless given "some appreciable time" before March 31, of this year. The pressure of other cases coming to the Court before this date made it impossible to consider to hear the case in time.—*Alexo Coal Co. et al v. UMWA District 18, and International Coal and Coke Co. et al v. UMWA District 18.*

Supreme Court cannot consider appeal of B.C. union against decision that union is entity.

The ruling of the British Columbia Court of Appeal that the Nanaimo Dry Cleaning and Laundry Workers' Union is a legal entity for the purpose of prosecution under the Industrial Conciliation and Arbitration Act (L.G., 1947, p. 1500) cannot be considered by the Supreme Court of Canada.

The appeal of the union to the Supreme Court was quashed on January 26 on the ground that the Supreme Court had no jurisdiction in the matter. Under Section 39 of the Supreme Court Act, appeals to that Court arising out of criminal causes are not allowed. The Crown's contention that prosecutions under the British Columbia statute are criminal causes was upheld by the Court.—*In re Nanaimo Dry Cleaning and Laundry Workers' Union Local 1.*

Damages awarded against officers of Vancouver typographical union.

The strike of members of the International Typographical Union against *The Vancouver Province* was an illegal strike as well as a conspiracy on the part of the union members, Mr. Justice J. O. Wilson held in the Supreme Court of British Columbia in awarding the Southam Company, publishers of *The Vancouver*

Province, \$10,000 damages and costs against six officers of Local 226 of the Union. The Court granted an order restraining permanently the officers and members of Local 226 from watching and besetting the premises of *The Vancouver Province*. Judgment was given on February 18.

On July 15, 1946, the late Mr. Justice Harper granted an interim order restraining from certain acts until July 29 certain persons, being members of the ITU Local employed by *The Vancouver Province*, and the local and international officers of the Union. This interim injunction was continued in a modified form until the trial by an order of the same Court on July 30 (L.G., 1946, p. 1835).

The plaintiff company on September 26 entered suit for \$250,000 damages from an alleged conspiracy to injure and of wrongful acts on the part of Woodruff Randolph, President of the ITU, Harry Finch, the Canadian representative, James Davidson, Western Canadian representative, and six officers of the Vancouver Local. The plaintiff asked, too, for a declaration that the strike was illegal and for an injunction restraining the members of the Union from continuing illegal acts. The claim was later changed to one for general damages, counsel for the Company stating that it was not seeking punitive damages but "to establish that it is entitled to peacefully pursue its business of publishing a daily newspaper without being subjected to wilful, deliberate and unlawful interference."

On examination for discovery, on October 16, before Mr. Justice Coady, the secretary-treasurer of Local 226 refused to produce the minutes and other documents of the Local, which had been asked for by plaintiff's counsel, on the ground that he had been refused permission to do so by the Local. Mr. Justice Coady held that the secretary had the right to refuse. On October 21 the British Columbia Court of Appeal dismissed plaintiff's appeal against this decision.

The strike, which began on June 5, 1946, resulted from a decision of the Vancouver Local to support the strike of the Winnipeg Local of the Union against the *Winnipeg Tribune*. The latter dispute arose from the refusal of the *Tribune* management to include in its agreement with the Local the usual statement that the general laws of the ITU formed part of the agreement and were not subject to arbitration. Changes had been made in the general laws to require public

holidays with pay, severance pay of not less than two weeks when members were affected by suspension or mergers of companies, and pay allowances for illness. A night work premium of 10 per cent was also required by the 1945 laws. The Southam Company considered unreasonable the demand that these provisions should not be subject to arbitration, but the Company's policy was to leave the question of labour relations to its local managements. Agreements were reached by the various Locals with the Southam papers except in Winnipeg and Calgary. A strike against the *Winnipeg Tribune* followed on November 5, 1945.

The international and national officers of the ITU called on the other locals for "immediate concerted action" in support of the Winnipeg branch. The Vancouver Local on November 24, 1945, adopted the draft resolution proposed by the officers to declare all Southam contracts null and void, and it appealed to the head office of the Southam Company in Montreal to settle the dispute in favour of the strikers. The Company replied that the decision rested with the Winnipeg management. On February 26, 1946, the ITU President, Randolph, wrote to Local 226 advising it to cancel its agreement with *The Province* as a means of aiding the Winnipeg strikers. The Winnipeg Local also asked the Vancouver Local for help.

As regards the strike, Mr. Justice Wilson stated:—

The plaintiff adopted every means available to avert a strike. All possibilities of negotiation were exhausted. The strike had nothing to do with relations between *The Province* and its printers. Every printer who gave evidence regarded *The Province* as a fair employer.

The strike came about solely as a result of the Winnipeg situation.

The strike which took place on June 5, 1946, is admitted by defendant's Counsel to have contravened the provisions of P.C. 1003 as amended by P.C. 6893.

Section 21 of the Wartime Labour Relations Regulations (P.C. 1003), which were in effect in British Columbia in relation to such industries as were not classed as war industries until May 15, 1947 by virtue of a British Columbia statute of 1944, stipulates that no employee shall go on strike until an attempt has been made to effect an agreement and until fourteen days have elapsed after the Conciliation Board appointed to deal with the dispute reported to the Minister of Labour.

The illegality of the strike, however, did not in itself entitle the plaintiff to

damages, His Lordship declared, since the Labour Relations Regulations "fall clearly within the principle" enunciated in numerous decisions, that legislation which "creates a wrong or crime and provides a penalty" does not establish

a right of action in the person injured by the doing of that wrong or crime

But in an action of conspiracy, the plaintiff is not required to establish that the act agreed on and done was one which would create a right of action against an individual, he is only required to establish that it was unlawful.

Mr. Justice Wilson then proceeded to consider whether there was a conspiracy. He quoted the definition of criminal conspiracy, given by Willes, J., in 1868 in *Mulcahy v. Reg.* as quoted by Lord Wright in *Crofter Harris Tweed Co. v. Veitch* in 1942:—

A conspiracy consists not merely in the intention of two or more, but in the agreement of two or more to do an unlawful act, or to do a lawful act by unlawful means.

In Mr. Justice Wilson's opinion, the agreement to strike in violation of P.C. 1003 comes within this definition of conspiracy. As pointed out by Lord Wright in the *Crofter* case, a conspiracy to conduct a strike or lockout by means of conduct prohibited by statute would create a right of action. By the same reasoning a conspiracy to conduct an illegal strike is actionable. Further, the British Columbia Court found that illegal means were used in the conduct of the strike but that there was no direct evidence of an agreement as to the illegal means.

Mr. Justice Wilson continued:—

Where the acts agreed on and done are in themselves lawful, then, even if they doing damned the plaintiff, no action of conspiracy will lie, unless the object of the conspirators was to injure the plaintiff. If this was the object, then the acts become unlawful.

The subject of inquiry is lawfulness or unlawfulness. But suppose that the acts agreed on and done are not lawful acts, but are unlawful acts. Is an inquiry into the object of the conspiracy then necessary? I think not.

The unlawfulness of the acts has been established, it is inherent in the nature of the acts, and an inquiry into their purpose becomes superfluous. The requirements of Willes, J.'s definition have been fully complied with.

Mr. Justice Wilson referred again to the decision of the House of Lords dismissing the appeal of the *Crofter Harris Tweed Co.* against the decision of the Court of Sessions which refused to prohibit two officials of the Transport and General

Workers' Union from instructing dockers not to handle tweed or yarn belonging to the Company (L.G., 1942, p. 499). He quoted Lord Simon, Lord Chancellor, as follows:—

The appellants therefore, in order to make out their case, have to establish (a) agreement between the two respondents (b) to effect an unlawful purpose (c) resulting in damage to the appellants. . . .

In the present case, the conclusion, in my opinion, is that the predominant object of the respondents in getting the embargo imposed was to benefit their trade union members by preventing undercutting and unregulated competition, and so helping to secure the economic stability of the island industry. The result they aimed at achieving was to create a better basis for collective bargaining, and thus directly to improve wage prospects. A combination with such an object is not unlawful because the object is the legitimate promotion of the interests of the combiners, and because the damage necessarily inflicted on the appellants is not inflicted by criminal or tortious means and is not "the real purpose" of the combination. I agree with Lord Fleming when he says in his judgment that it is not for a court of law to consider in this connection the expediency or otherwise of a policy adopted by a trade union. Neither can liability be determined by asking whether the damage inflicted to secure the purpose is disproportionately severe. This may throw doubts on the bona fides of the avowed purpose, but, once the legitimate purpose is established, and no unlawful means are involved, the quantum of damage is irrelevant.

Mr. Justice Wilson considered that in the case before him, points (a) and (c) as thus stated by Lord Simon were clearly proved, and also "the unlawful purpose, to go unlawfully on strike". He emphasized that

the point to be established is that the acts agreed on are wrongful, i.e. unlawful; not that they are necessarily actionable *per se* and apart from any question of conspiracy.

The picketing as carried on constituted in his opinion the illegal means. In deciding this question, the Court referred both to Section 501 of the Criminal Code and to the British Columbia Trade Unions Act. The former exempts

attending at or near or approaching to such house or other place as aforesaid, in order merely to obtain or communicate information

from the prohibition against watching or besetting.

The B.C. Act, he stated,

bars any civil action against unions, employers, etc. . . for things done in communicating facts. It also bars any civil action against such persons for things

done by way of persuasion, so long as such things do not amount to intimidation, violence, etc.

The persuasion may be exercised, not only in respect of refusing employment with any one, but also of becoming a customer of any one.

Mr. Justice Wilson found that

the presence of such unreasonable numbers of persons, crowding the sidewalks, blocking the entrance to the building, cannot be justified, under either Section 501 of the Criminal Code or under the Trade Unions Act.

He referred also to various breaches of the law by individuals, to the restraining orders made by Mr. Justice Harper, and to interference with customers. There was, he said,

evidence to show that the pickets were instructed to observe the law . . . to show that pickets who violated these instructions were removed from picket duty . . .

But, in the Court's opinion,

if the strikers made an honest effort to observe the law I cannot believe that the violence which broke out in the early morning of July 12th would have continued until it was ended by injunction on July 15th.

As regards the manner of picketing, Lord Lindley in *Lyons v. Wilkins* (1898) was quoted, in part, as follows:—

Now Parliament has not yet conferred upon trade unions the power to coerce people, and to prevent them from working for anybody upon any terms that they like; and yet, in the absence of such a power, it is obvious that a strike may not be effective, and may not answer its purpose.

Of course it depends on circumstances. Some strikes are perfectly effective by virtue of the mere strike, and other strikes are not effective unless the next step can be taken, and unless other people can be prevented from taking the place of the strikers.

That is the pinch of the case in trade disputes, and until Parliament confers on trade unions the power of saying to people, "You shall not work upon terms which you shall agree with those who are desirous of employing you," trade unions are exceeding their power when they take steps to endeavour to exercise such compulsion to compel people not to work on any terms that they choose to make. I need hardly say that up to the present moment any such power as that does not exist.

Mr. Justice Wilson continued:—

This citation may be particularly apropos here if the defendants, misconceiving the law, thought they had some legal right to interfere with ingress to and egress from *The Province* building. It is a matter of common knowledge that in recent labour disputes in Canada strikers have presumed to exercise this

sort of control. They have, for instance, prevented the movement of people and goods to and from establishments whose employees were on strike. . . .

Let it be clear that any such acts are entirely unlawful. A labour union has no more right to prevent free access to an employer's premises than has an employer to prevent access to union headquarters.

I can only say that the concerted nature of acts of the defendants, and particularly the acts of July 12th and 13th is not in my mind reconcilable with anything less than a general agreement and plan among the members of Local 226 to create a nuisance around *The Province* building by molesting and intimidating employees and others entering the building. . . .

I must find that these acts were agreed on and done by the general membership of Local 226 and that all defendants who have been served with the writ herein and who are members of that Union (except the non-voting apprentices) are responsible as conspirators.

While the advice and direction of Randolph, Finch and Davidson started the strike which lead to all later events, there is no evidence before me that they joined in the conspiracy to strike unlawfully or to do unlawful acts. The action must, therefore, as to these leaders be dismissed and their followers stand responsible.

So far as damage is concerned, the plaintiff has taken the highly commendable position that it wants no damages from the rank and file of the Union, but only from its officers.

The actual damage done to the plaintiff by this strike may well run into millions. *The Province* suffered a great drop in its circulation and in its advertising revenue, a loss which has not yet been repaired. This was due to the interruption of publication for a period of 46 days, to the prolonged unruliness about *The Province* building which must, I think, intimidate or disgust potential customers, and to the unlawful and turbulent picketing of news vendors selling *The Province*.

Proven damages during the shut-down period ran at the rate of about \$300,000 per month. The whole affair, calamitous to both sides, provides a most illuminating example of the necessity for the utmost moderation, reasonableness and deliberation in the settlement of all labour disputes.

The modern labour war is like the modern international war in that the material gain to the winner can rarely offset the destructive loss caused by the war.

The defendants are fortunate that, due to the forbearance of the plaintiff, these damages are not to be assessed against them and I must say that I am relieved that I have not this unpleasant task to perform in respect of a set of men who are, as I still feel, in the ordinary course of events, law-abiding citizens.

—*Southam Co. Ltd., v. Gouthro et al.*,
Supreme Court of British Columbia,
February 18, 1948.

Balance of convenience considered in issuing an interim injunction—Canadian Federation of Labour dispute.

In applying for an interim or interlocutory injunction to restrain any person from certain acts while the legality of these acts is being considered by a Court, the plaintiff must show that greater inconvenience will be suffered by him if the defendant continues his activities than will be suffered by the defendant if he is ordered to cease them.

Mr. Justice Urquhart of the Ontario High Court of Justice applied this well established principle in considering an application from two members of the executive committee of the Canadian Federation of Labour for an interim injunction to restrain W. F. Burford from acting as Secretary of the Federation and from publishing or distributing *The Labour Review* or distributing or collecting any money in connection with it.

The defendant had been secretary of the Federation for about ten years and had published *The Labour Review* for about eleven years. The executive committee of the Federation had adopted a resolution requiring the defendant to relinquish his duties. The latter denied that the executive was properly constituted and refused to abide by the order. The plaintiffs then asked for an interim injunction restraining him from any of the activities held in question until the Court decided the case.

The Court decided that Burford should not continue to act as secretary but that he should not be enjoined from continuing to publish *The Labour Review* provided he did not make any reference in it to the action or any issue or person involved in it. Neither should the defendant be restrained from continuing to collect money due in respect of the *Review* but he must deposit it in a separate account until judgment in the action is given.—*Smith and Crane v. Burford* 5 (1948) Ontario Weekly Notes 85.

Union officers not guilty of conspiracy in Ontario picketing case.

On December 4 an Essex County Court jury found two officers of the United Automobile Workers not guilty of conspiracy to bring about "watching and besetting" of the plant of the Chrysler Corporation at Windsor, Ontario, in the summer of 1946. A similar charge against an officer of Local 195 of the Union was dismissed.

On August 2 last, George Burt, Canadian Director of the United Automobile Workers, Thomas MacLean, Assistant Director, and Harry Rooney, Business Agent of Local 195, were indicted on a charge under Sections 573 and 501 of the Criminal Code. Section 573 declares liable to seven years' imprisonment anyone who conspires with any person to commit an indictable offence. Section 501 declares any person guilty of an offence, punishable on indictment or on summary conviction, who,

wrongfully and without lawful authority, with a view to compel any other person to abstain from doing anything which he has a lawful right to do, or to do anything from which he has a lawful right to abstain, . . . (f) besets or watches the house or other place where such person resides or works or carries on business or happens to be.

But it is stipulated that attending at or near or approaching to such place, merely to obtain or communicate information, is not watching or besetting within the meaning of the Section.

On November 7, 1946, the three men were committed for trial following a preliminary hearing in Magistrate's Court. On December 3 a true bill was returned by a grand jury. On December 20 after two days' evidence, a County Court jury reported its inability to agree on a verdict and the case was laid over for a new trial. The accused, who had been on bail, came before another County Court jury on December 2, 1947, and on December 4, Burt and MacLean were found not guilty, but the jury disagreed in the case of Rooney. On December 15, on recommendation of the Ontario Attorney General, the charge against Rooney was dropped.—*R. v. Burt et al.*

Validity of Saskatchewan Labour Relations Board Order of Reinstatement to be appealed to Privy Council.

Since the questions involved were of "great general or public importance", the Saskatchewan Court of Appeal has granted the Saskatchewan Labour Relations Board leave to appeal to the Judicial Committee of the Privy Council the decision of the Court on December 15, 1947 (L.G., Jan.-Feb., 1948, p. 60), in the case concerning the John East Iron Works.

The Court of Appeal held that the Saskatchewan Legislature had no power to authorize the Board to require an employer to reinstate any employee who had been discharged contrary to the provisions of

the Trade Union Act. The section of the Act purporting to give the Board this power was held to be *ultra vires* the Legislature since it confers upon an administrative board a judicial function which can be performed only by judges appointed by the Governor General, as stipulated by Section 96 of the British North America Act.

The rules governing appeals to the Privy Council give the Saskatchewan Court of Appeal discretion to grant leave to appeal where the question is of "great general or public importance".

Counsel for the respondent company argued that the appeal involved a criminal matter, and Section 1024 (4) of the Criminal Code of Canada prohibits appeals to the Privy Council in any criminal case.

The Court did not regard the present case as a criminal one. Chief Justice Martin said that the cases cited by Counsel for the respondent involved proceedings which might result in the imposition of a penalty such as a fine or imprisonment. This must be regarded as the criterion by which to decide whether a case is criminal or not.

He stated:—

In the present case all that the Court has before it are the orders of the Labour Relations Board directing the respondent to reinstate certain employees and to pay them the wages they would have earned had they continued in the employment; there is no proceeding which can be called "criminal" involved. The orders of the board if the respondent fails to comply with them may, with the consent of the board, become the subject of summary proceedings under Section 11, but until such proceedings are commenced, there is in my opinion no proceeding involved which if carried to a conclusion might result in a penalty.

Leave to appeal was therefore granted on condition that the appellant, within three months from the date of the application (December 22, 1947), gives security satisfactory to the Court in the sum of \$2,500 for the due prosecution of the appeal and the payment of all such costs as may become payable to the respondent.—*In re the Trade Union Act of Saskatchewan, 1944, Labour Relations Board of Saskatchewan v. John East Iron Works Limited* 1 (1948) Western Weekly Reports 247.

Saskatchewan Court affirms judgment holding telegrapher bound by union agreement procedure

The Saskatchewan Court of Appeal rejected with costs on November 24, 1947, the appeal of a telegrapher employed by the Canadian National Telegraph Company against the judgment on March 19

of Mr. Justice Bigelow in Court of King's Bench upholding the company's action in dismissing him. (L.G., 1947, p. 704.)

The appellant's refusal to obey an order of the chief operator to recopy "a social message" led to his suspension. Following an inquiry in accordance with provisions of the agreement between the Union and Canadian National Railways, he was dismissed. He did not appeal to the higher officers of the Company as provided in the agreement, but brought an action for damages for wrongful dismissal.

Mr. Justice Bigelow held that the order given to for plaintiff was not a lawful or reasonable order but he considered he was bound by the decision in *Caven v. C.P.R.* (1925) in which the Judicial Committee of the Privy Council found that since

It is a matter of admission that the contract of service between the respondent and the appellant was regulated by this agreement,

between the Order of Railway Conductors and the Canadian Pacific Railway, decisions made within the scope and jurisdiction of the grievance procedure established by the agreement are binding on both parties and the decision of such a domestic tribunal is not subject to appeal.

The plaintiff, Bertrand, was no longer a member of the telegraphers' union, but he contended that he should not be required to do copying which was not a commercial telegrapher's work as described in the collective agreement. On the other hand, he argued that, not being a member of the union, he was not bound by the decision made after inquiry into his suspension.

The Saskatchewan Appeal Court held that although the plaintiff had dropped his membership, after having been a member for a number of years and chairman of the grievance committee, he could not "take advantage of his own default. The result of the investigation is not thereby nullified."

The Court agreed that the *Caven* decision applied to the facts in the case before them. The fact that the plaintiff was not a member of the union did not free him from the decision of a tribunal established under the agreement. Not being "a member in good standing", he was not entitled to have the union act in his defence. This did not, however, free him from the provisions of the agreement which were intended to cover the conditions of work of all employees.—*Bertrand vs. Canadian National Telegraph Co.* 1 (1948) Western Weekly Reports 49.

SELECTED DECISIONS OF UMPIRE UNDER THE UNEMPLOYMENT INSURANCE ACT

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held that a benefit claimant has good cause to refuse an offer of employment in her usual occupation when the rate of pay for such employment is not the recognized rate of pay for this class of work or the rate observed by agreement between employers and employees.—CU-B 132 (9 October, 1946.)

MATERIAL FACTS OF CASE

The claimant, a married woman, aged 33 years, registered for work as a driver, was last employed as such by a departmental store from September 19, 1943 to October 13, 1945 at a wage of \$29.60 a week. She filed claim for benefit on January 7, 1946 stating that she had become separated from her employment because of shortage of work and the claim was allowed.

On March 28, 1946 the claimant was notified of a permanent position as a delivery driver for a meat market at a wage of \$16 a week for a 48-hour week. The claimant refused to apply for this employment, stating that the wages were too low. The prevailing rate of wages in the district for this class of work was reported to be \$15 to \$20 per week.

The Insurance Officer disqualified the claimant for a period of six weeks under Section 43 (b) (i) of the Act on the grounds that she had refused to accept a situation notified to her in employment which was considered suitable in view of the fact that she had been unemployed for more than eleven weeks.

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

Previous rate of pay \$29.60 plus time-and-a-half for overtime and 41 hours per week, plus 10 per cent discount on all goods purchased from store plus uniform and winter jackets.

The work at the meat market was offered and refused twice both last month and this month, rate of pay \$16 per week, 48 hours per week, which is approximately 50 per cent reduction in pay. The above works out at 33½ cents per hour which is

less than the money paid to inexperienced clerks and dishwashers. A driving job consists of responsibility for car, collection of coupons and cash, therefore, I fail to see how the above can be classed as suitable and, therefore, rejected same.

The claimant appeared before the Court of Referees which, by a majority decision, upheld the decision of the Insurance Officer on the grounds that the claimant was not justified in refusing to apply for the position notified to her. The evidence showed that she was a married woman supported by her husband and that she could not expect to receive as high a rate of pay as in her wartime employment.

The claimant appealed to the Umpire from the decision of the Court of Referees on substantially the same grounds on which she based her appeal to the Court of Referees.

DECISION

The Umpire's decision was that the claim should be allowed and gave as his reasons:—

There is no dispute as to the facts of the case. The claimant had been employed as a driver, receiving a wage of \$29.60 per week plus certain other tangible considerations. She was offered similar employment at a wage slightly more than half of what she had received from her last employer. Section 31 (b) (ii) of the Act states as follows:—

An insured person shall not be deemed to have failed to fulfil the third statutory condition by reason only that . . .

(b) he has declined . . .

(ii) an offer of employment in his usual occupation at wages lower, or on conditions less favourable, than those observed by agreement between employers and employees or failing any such agreement than those recognized by good employers;

Upon further enquiry it was ascertained that the prevailing rate of pay for this class of work in the district in question

averages from \$25 to \$35 per week in accordance with length of service and experience. Therefore, the rate offered of \$16 per week was not the recognized rate of pay for this class of work or the rate observed by agreement between employers and employees. Had the claimant been offered employment at work other than that of her usual occupation, she would have been expected to accept such occupation in accordance with Section 31 (b) (iii), as she had already been unemployed for a considerable length of time. However, in this instance she was offered employment at her usual occupation and at a rate of pay obviously not recognized by good employers in the district.

Held that it is desirable when a claimant who, on interviewing a prospective employer, is unable to give normal assurance of permanency on account of illness in the family in another city, should support such statement by the submission of proper documents.—CU-B. 133 (9 October, 1946.)

MATERIAL FACTS OF CASE

The claimant, a married woman, aged 39 years, registered for work as a cashier, was last employed as such by a department store from June, 1941 until March 21, 1946, receiving a weekly wage of \$17.75. She left her employment voluntarily to go to another city to join her husband who had returned from overseas.

She filed claim for benefit on May 1, which was allowed and on June 14 she was offered a permanent position as cashier and sales clerk at a weekly rate of \$18 with a department store in the city where she and her husband resided. The hours of work were from 9 a.m. to 6 p.m., the prevailing rate for this class of work in the district being \$16.80 a week. The claimant refused to accept the situation, stating that she was expecting a call from her people asking her to be with them on account of the illness of her mother, and that it would not be fair to the employer to take the position and then leave on short notice.

The Insurance Officer disqualified the claimant for a period of six weeks from June 14 to July 25, 1946 under Section 43 (b) (i) of the Act on the grounds that she had refused to accept a situation in suitable employment which was offered to her.

From this decision the claimant appealed to a Court of Referees on the grounds that the wages were too low and that she had received a call to go to the coast towards the end of the month on account of serious illness in her family. The Court of Referees, before which the claimant appeared, unanimously reversed the decision of the Insurance Officer on the grounds that the position was not actually available to the claimant due to the fact that she would not be staying on the job permanently and the employer was not prepared to hire her on a temporary basis.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees on the grounds that the claimant, in making the statement about going to the coast, imposed a condition that the prospective employer could not fulfil and that the imposition of this condition was tantamount to a refusal of employment.

DECISION

The Umpire's decision was that the claimant should be disqualified for a period of six weeks as from the time that this decision was communicated to her and gave as his reasons:—

From the facts and submissions before me, it is evident that the position offered was suitable and that the wages offered were slightly in excess of the prevailing rate for that type of work in the district.

In the finding of the Court of Referees that "the employer was not prepared to hire her on a temporary basis in that way and the position was, in point of fact, actually not available to her" it seems to me that the real situation is actually reversed. The employment was available to the claimant, but the claimant was not available for the employment offered; she had made stipulations whereby she had placed herself in the position where she was not available to accept the employment as offered to her.

As for the statement made by the claimant that she wished to go back to the coast on account of her mother being taken ill, I think that in a matter of this character, it would be desirable if support were given to such a statement by the submission of proper documents. In this instance, there is no proof to indicate that the mother of the claimant was seriously ill nor that the claimant was requested by anyone to visit her family.

UNEMPLOYMENT INSURANCE STATISTICS,*

JANUARY, 1948

The Dominion Bureau of Statistics reports that during January, 1948, 109,311 claims for Unemployment Insurance benefit were filed in local offices of the Unemployment Insurance Commission, compared with 79,849 in December and 71,773 in January, 1947. Of this total, 9,007 were revised claims (i.e. reconsiderations of existing claims) in January, 6,271 in December and 8,092 in January last year. Claims representing new cases of unemployment (i.e. initial and renewal claims) totalled 100,304 during January, 73,578 during December and 63,681 during January, 1947.

Ordinary claimants on the live unemployment register at January 31 numbered 130,798 (103,753 males and 27,045 females) compared with 94,525 (74,988 males and 19,537 females) at December 31 and 103,995 (81,678 males and 22,317 females) at January 31, 1947. In addition there were 14,462 (13,348 male and 1,114 female) other claims at January 31 as against 7,434 (6,725 male and 709 female) at December 31 and 1,881 (1,640 male and 241 female) at January 31 last year. These "other claims" are largely short-time claims. The increase in short-time claims occurred mainly in the province of Ontario where they rose from 4,975 at the end of December to 11,296 at January 31, 1948.

A total of 97,850 claims was disposed of during January, 74,407 being considered entitled to benefit, 21,762 not entitled to benefit, 508 were special requests (revised claims) not granted, and 1,173 were referred to Courts of Referees for further consideration.

Chief reasons given by adjudicating officers for considering claimants not entitled to benefit were: "insufficient contributions while in insurable employment" (10,768 cases), "voluntarily left employment without just cause" (4,368 cases),

"not unemployed" (1,983 cases), "refused an offer of suitable employment and neglected an opportunity to work" (1,569 cases).

During January, 1948, 106,367 persons received one or more benefit payments amounting to \$3,924,641 as compensation for 1,999,849 unemployed days compared with 69,097 beneficiaries paid \$2,544,796 for 1,315,282 compensated unemployed days in December and 92,837 persons paid \$4,006,529 for 2,022,102 benefit days during January, 1947.

The average duration of the unemployment compensated was, then, 18.8 days in January, 19.0 in December and 21.8 days in January last year. The average amount of benefit paid per beneficiary was \$36.90 in January, \$36.83 in December and \$43.16 in January, 1947. The average amount of benefit paid per compensated day of unemployment was \$1.96 in January, \$1.93 in December and \$1.98 in January last year.

Tables E-3, E-4 and E-5, present data respecting the number of claims filed and their disposition; number of days' benefit paid and amount of benefit paid, by province, and chief reasons for non-entitlement to benefit for the month of January, 1948, with comparative figures for January, 1947.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending January 31, 1948, showed that 3,306,807 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1947, an increase of 67,927 since December 31, 1947.

As at January 31, 1948, 188,562 employers were registered as having insurable employees representing an increase of 876 since December 31, 1947.

* See Tables E-1 to E-7.

WAGES, HOURS AND WORKING CONDITIONS IN THE COAL MINING INDUSTRY, OCTOBER, 1946*

Wage rates in coal mining are usually on a daily, rather than hourly basis, and are governed largely by union agreement. By 1946, the wage rate index had advanced 46·7 per cent over rates in the base year, 1939.

Year	Index	Annual Percentage Increase
1939.....	100·0	—
1940.....	102·1	2·1
1941.....	109·4	7·1
1942.....	113·1	3·4
1943.....	124·8	10·3
1944.....	146·0	17·0
1945.....	146·2	·1
1946.....	146·7	·3

The most significant wage increases were obtained prior to 1945, especially in 1943 and 1944, under directives of the National War Labour Board and the O'Connor Royal Commission.

The 10·3 per cent increase in the 1943 index resulted mainly from a levelling up of wages throughout the industry, in accordance with directives of the National

War Labour Board, in order to bring rates in a considerable number of mines more in line with higher rates prevailing in their respective areas.

The 17 per cent increase in the 1944 index, which was the largest annual advance between 1939 and 1946, represents increased rates in all areas as a result of the O'Connor Report. In October, 1943, a Royal Commission under the chairmanship of Mr. Justice G. B. O'Connor was appointed to investigate the then-existing serious strike of coal miners belonging to the United Mine Workers of America, District 18, in Alberta and British Columbia. This Commission was subsequently vested with the powers of a Regional War Labour Board and directed an increase in wage rates of \$1 per day to persons engaged in manual employment, in underground mines in Alberta and British Columbia, along with 2 weeks' annual vacation with pay, to be effective November 1, 1943. Following this, an award of the National War Labour Board granted the same increase to coal mine employees in Nova Scotia and New Brunswick, effective on or about the same date. One week's annual vacation with pay was also provided in this award, effective January 1, 1944. In Saskatchewan mines, wage rates and cost of living bonuses were increased, effective December 1, 1943, by direction of the National War Labour Board. These same mines were later directed to pay an increase of \$1 per day on all time or contract rates, effective December 1, 1945.

A further increase of \$1.40 per day in the Western mines in 1946 was not included in the 1946 index since it did not come into effect until after the survey period. This increase, along with an upward adjustment in the East in May, 1947, will be reflected in the 1947 index.

In making a study of working conditions in this industry, 98 returns, covering both underground and stripping operations, have been used. These mines reported employment of 25,400 male workers, including office staff, at the end of September, 1946, as shown below. In addition, 126 women were employed as office workers.

* The information in this article was prepared from data obtained in the general annual survey made by the Research and Statistics Branch of Department of Labour for 1946, with particular reference to the last pay period preceding October 1, 1946. Sufficient returns for 1947 have not been received to date to permit calculation of a preliminary index or to make an analysis of working conditions for 1947. Employers were asked to report, by occupation, their straight-time wage or salary rates or the average straight-time earnings for employees on piecework. On an accompanying questionnaire they reported on certain other conditions of work, such as hours, overtime, vacations with pay, sick leave, Sunday work and the number of workers under collective agreement, as well as the total number of workers in each establishment, including both plant and office staff.

Comparable information has been published monthly in the *LABOUR GAZETTE* from July, 1947, on the following industries: Pulp and Paper, Brewery Products, Automobiles, Rubber, Lumber, Automobile Parts and Accessories, Agricultural Implements, Electrical Products, Meat Products, Edible Plant Products, and Clothing.

Information on provincial legislation pertaining to annual vacations with pay, maximum hours of work, overtime and minimum wages is contained in an annual publication of the Legislation Branch of the Department of Labour, "Provincial Labour Standards Concerning Child Labour, Annual Holidays, Hours of Work, Minimum Wages and Workmen's Compensation".

Province	Number of	
	Mines	Male Employees
Nova Scotia	13	14,612
New Brunswick	8	637
Saskatchewan	8	382
Alberta	63	7,613
British Columbia	6	2,171
Canada	98	25,415

Sixty per cent of the employment in the industry was in Nova Scotia and 30 per cent in Alberta. The majority of the mines employed less than 200 workers each, only 23 reporting larger staffs, with 4 having more than 1,000 workers each.

Collective Agreements.—With few exceptions, the industry is covered by collective agreement with the United Mine Workers of America, including approximately 22,500 workers in the returns covered in this survey; 10 mines reported agreements with the National Union of Firebosses or Western Canada Firebosses' Association in addition to the main agreement with the United Mine Workers of America.

The exceptions are about 18 mines reporting no collective agreement and a few who had employees' associations or whose agreements were with other national unions.

The 2 main divisions under the United Mine Workers of America are Districts No. 18 in Saskatchewan, Alberta, and British Columbia, and No. 26 in Nova Scotia and New Brunswick. In the former there are agreements between 2 large groups of operators and the United Mine Workers of America, namely, the Western Canada Bituminous Coal Operators' Association and the Domestic Coal Operators' Association the latter including mines in the Drumheller, Lethbridge and Edmonton districts. Actually, the Domestic Coal Operators' Association's agreement became effective October 1, 1946, and at the time of the 1946 survey the Drumheller district was the only one of this group whose operators had a joint agreement. District 18, United Mine Workers of America, did not obtain certification as the appropriate bargaining agents for mines in the Saskatchewan field until July 1, 1945. Western Dominion Coal Mines Limited continues to have a collective agreement with the Saskatchewan Coal Miners' Union only.

Standard Hours of Work.—Provincial legislation with respect to coal mines limits the working day underground to a maximum of 8 hours per day, with the exception of Saskatchewan. In this province the maximum was also 8 hours although this limit may be exceeded by mutual consent. British Columbia also limits the working week to 44 hours.

Most of the mines reported a 48-hour week affecting 20,600 workers. In 7 of the 98 mines, a 5-day, 40-hour week was reported in the 1946 survey. However, since then, this same working period was introduced throughout the West under the agreements authorized by the National War Labour Board, effective October 1, 1946, which date immediately followed the period covered by the survey.

Overtime Rates of Pay (Table II).—The only rate other than regular time reported for overtime work through the week was time and one-half. The same was true for Sunday and holiday work with the exception of a few mines reporting double time for certain surface trades, and another which provided for payment of this rate to all its workers.

Fifty-two of the mines reported a rate of time and one-half for overtime during the week and 66 reported this same rate for Sunday and holiday overtime.

Vacations with Pay.—In the East, all mines covered, with the exception of 2, provided for 2 weeks of paid vacation after 1 year, in some cases stating that 1 day was given for every 23 days worked. The 2 remaining mines reported one-half day for every 23 worked, or 1 week after one year of service.

In Saskatchewan, 3 mines reported 1 week after 1 year of service and 4 others, 2 weeks after 1 year, 1 mine specifying 1 day per 23 days worked.

With the exception of 1 non-union mine which reported a 2-week vacation after 2 years, all those giving information on paid vacations in Alberta and British Columbia reported a 2-week vacation after 1 year of service, 19 of these stating they gave either 1 day per month or for every 23 days worked.

Sick Leave with Pay.—Provision for paid sick leave is not general in coal mining. Of the 98 mines whose returns were used in this analysis, 12 reported giving sick leave with pay to salaried, office or permanent staff only and 2 others had group insurance plans.

Shift Work.—A second and third 8-hour shift is common in the coal mining industry, 51 mines reporting shift work in the 1946 survey.

In the 39 mines, employing 21,500 workers, which reported working both second and third shifts, there were a total of 5,700 men on second and 2,300 men on

third shift. One of these mines also reported one second-shift operation to make mine repairs.

Two mines in Nova Scotia, 1 in Saskatchewan and 9 in Alberta, employing a total of 950 workers, reported a second shift only, with some 215 men on this shift.

TABLE I.—STANDARD OR NORMAL WORKING HOURS FOR MINE WORKERS IN THE COAL MINING INDUSTRY, BY ESTABLISHMENTS, 1946

Standard Hours	Canada	Nova Scotia	New Brunswick	Saskatchewan	Alberta	British Columbia
WEEKLY						
40 Hours.....	7 ⁽¹⁾	1	2			4
44 Hours.....	3				1	2
47 and 47½ Hours.....	3	2		1		
48 Hours.....	84	10	5	7	62	
60 Hours.....	1		1			
Total establishments	98	13	8	8	63	6

(¹) These 7 mines operated on a 5-day week; the remaining ones worked 4, 7, 7½, 8 and 10 hours, respectively, on Saturday.

TABLE II.—OVERTIME RATES FOR MINE WORKERS IN THE COAL MINING INDUSTRY, BY ESTABLISHMENTS, 1946

Overtime Rates by Region	AFTER DAILY HOURS		Sunday	Holidays
	Monday to Friday	Saturday		
Total Establishments.....	98	98	98	98
STRAIGHT TIME (¹)				
Canada.....	31	28	15	15
Nova Scotia.....	9	9	8	8
New Brunswick.....	6	4	3	4
Alberta.....	14	14	3	3
British Columbia.....	2	1	1	
TIME AND ONE-HALF				
Canada.....	52	52	66	66
Nova Scotia.....	3	3	4 ⁽²⁾	4 ⁽²⁾
Saskatchewan.....	8	8	8	8
Alberta.....	38	38	50	50
British Columbia.....	3	3	4	4
NO INFORMATION				
Canada.....	15	18	17	17

(¹) Information on this rate includes 4 mines which paid time and a half to certain trades on surface for overtime during the week and double time on Sundays and holidays.

(²) One mine reported double time.

An analysis of the current employment situation prepared by the Research and Statistics Branch, Department of Labour on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

CURRENT EMPLOYMENT CONDITIONS

The trough in seasonal unemployment was reached in February when slightly over 200,000 applicants were registered for work at National Employment Service offices. The cyclical trend of employment, however, continued to point upwards with current employment levels considerably higher than those of the comparative period in 1947. Forecasts of business men covering the first six months of 1948 indicated that the seasonal slackness would be picked up by early May and that high employment levels were expected to continue.

The months of January and February saw a further increase in unemployment, but this was mainly seasonal and was expected to dissolve by April or early May. Registrations for employment at National Employment Service offices reached the 200,000 mark during the period, a total slightly in excess of the 1947 high. Aside from the seasonal influences which particularly affected agricultural and construction employment, gas and electric power shortages had forced a large number of lay-offs in the southern industrial areas of Ontario. In addition, more women were looking for jobs, a considerable number of whom were married. Geographically, unemployment was most noticeable in the Pacific and Maritime regions.

The winter level of employment was, nevertheless, at the highest point on record for the time of year. The reduced number of persons leaving their jobs to seek other types of work and the influx of persons into understaffed mining, logging, and service industries were in part responsible for the upward movement. According to a recent survey of key industrial firms undertaken by the Department of Labour, covering the first half of 1948, the over-all expansion is expected to continue.

The steady advance in prices, although not yet offering a serious threat to employment expansion, was, however, making itself felt in the employment scene. Growing buyers' resistance had brought about a levelling off in trade employment and extended the period of seasonal inactivity

in certain lines of clothing manufacturing. Labour-management relations also showed signs of becoming unsettled because of the time loss due to strikes during January was considerably higher than one year before. At the time of writing (March 8), negotiations were under way in primary steel and railway transportation, industries vital to the economy, and substantial wage increases were under request.

In Agriculture

The agricultural industry gave employment to approximately 25 per cent of all gainfully employed men and 15 per cent of all women over the past year. This employment, however, was highly seasonal, the peak being 350,000, or 40 per cent, above the seasonal low. Agricultural employment during February was at the depth of seasonal slackness and farm workers continued to seek work in the industrial employment market.

Labour demand was very light in practically all parts of the Dominion. In the Prairie provinces, a crop failure in some areas had released many workers for other activity, a large proportion of whom had turned to logging and mining employment. In Central Canada, the demand for labour was at a low point due in part to the relatively low yield of coarse grains which had reduced the demand for workers on live-stock farms.

Despite the easier labour situation, farm wages continued to rise. At January 15, the average wage of male farm help stood at \$100.09 per month, or \$70 with board. One year before, the comparative totals were \$89.25 and \$63.29 respectively. The upswing reflected in part the increased earnings in urban industrial centres and the tendency for a fair balance to be kept between farm and urban wage rates.

In Non-Agricultural Industries

Industries other than agriculture gave employment to approximately 3,700,000 persons during 1947. Employment in these industries, in aggregate, is markedly less seasonal than in agriculture, although within the individual groups such as construction, food processing, and logging there is a distinct seasonal pattern.

Some indication of the seasonal trend of non-agricultural employment may be gleaned from the statistics on employment in firms with 15 or more employees, as reported by the Dominion Bureau of Statistics. Employment trends in these firms, measured by an index with the year 1926 equal to 100, indicated a 3 per cent drop from December 1 to January 1. This decline was only slightly greater than the decrease in employment at the same time in 1947. Should a continuation of the 1947 employment pattern be followed in 1948, a minor downtrend would have taken place in January and February, followed by an upswing during the month of March.

The index of industrial employment mentioned above stood at 193.7 at January 1. A decline over the month was evident in manufacturing and construction while employment in logging increased appreciably. These fluctuations were in accord with the usual seasonal pattern. The long-term trend, however, pointed upwards. Employment at the January date was 7 per cent higher than that recorded one year before. The advance over the year was most noteworthy in construction (14.5 per cent) followed by substantial gains in logging (11.1 per cent), trade (8.6 per cent), mining (8.4 per cent) and service (7.5 per cent).

A steady advance in wages has characterized the employment scene during the major part of the post-war period. Average hourly earnings of hourly-rated workers in manufacturing have indicated an uninterrupted rise since January 1, 1946, with the one exception of a minor decline in the first month of that year. At January 1, 1948, average hourly earn-

ings stood at 86.6 cents as against 85.5 cents and 76.2 cents one month and one year before respectively. The effectiveness of the increase, however, was largely lost in the steady rise in the cost of living. Reflecting this, real earnings (earnings computed in relation to the cost of living) have remained relatively stable over the period—the index (av. 1946=100), being 104.3 at January 1, 1948, was only .1 and .5 points respectively over that recorded in the previous month and year.

Employment in *logging* had reached the highest point on record during the 1947-48 season, and it was estimated to have exceeded the peak of previous years by 15 to 20 per cent. The higher employment levels enabled production schedules to be pushed well ahead of previous records. The peak in employment was reached by the end of January and released woods workers re-entered the labour market during February. In previous years, their release coincided with the opening up of activity in the summer industries thus avoiding an intermittent period of unemployment during February.

The dropping off in employment reflected the early completion of the cutting season; the next two stages of woods operations, hauling and the river drive, require considerably fewer workers. This seasonal pattern of employment, however, was confined to Eastern and Central Canada. In British Columbia, employment slackens during the winter season and reaches a peak during the summer months.

The *mining* industry reported an adequate supply of workers for the first time in seven years. Relief came about partially because of the absorption of Displaced Persons, 727 of the 2,200 requested by the industry having arrived at the beginning of March. The surplus of workers in other industries also played an important part in easing the mining situation. The latter supply of labour, however, was largely temporary and many of the workers were expected to drift back into summer employment when weather conditions improved. It thus appeared probable, especially in view of the anticipated expansion in gold mining, that labour shortages of some magnitude would again appear during the summer months.

The coal mining industry reported that negotiations had been successfully concluded in all major mines at the beginning of March, with the exception of 1,700 miners who continued on strike in the

Edmonton and Vancouver areas. Agreements had been reached in the Maritimes without strike action but mines in the Western provinces suffered a work stoppage of slightly over a month's duration.

The **manufacturing** industries, employers of approximately 1,200,000 persons, continued to report an ample supply of unskilled labour during February although skilled labour shortages persisted in many fields, particularly primary textiles. The impact of the import restrictions was not yet fully apparent although it appeared that its effect on employment levels would be confined to a small amount of frictional unemployment.

It was expected that employment in manufacturing would be slightly higher than in 1947, at least during the first six months of 1948. Material shortages in many industries were keeping labour demand at a low ebb, but as the supply of steel increases and curtailed supplies from the United States are secured from other sources or substituted, employment may be expected to reach a new peacetime record.

The spring months would see, as usual, a re-negotiation of agreements in the major manufacturing industries. Unions in the three main steel plants had already placed their demands before the companies and negotiations were under way at the time of writing. Similar action had been taken or was pending in the rubber, electrical and machinery building industries. In the case of the electrical appliance industry, strike action had been taken in one plant during February.

Construction activity was at a low ebb during February but record employment levels were reported for the time of year. The large volume of industrial construction under way had sustained off-seasonal employment greatly and provided almost full employment for construction tradesmen. Surpluses of unskilled workers, however, had temporarily developed during the seasonal slack.

The coming season promised a year of high activity and it was expected that the 284,000 employment peak of 1947 would be substantially exceeded. The expansion was anticipated because of improved flow of building materials, increased number of tradesmen through Canadian Vocational Training schools, and the absorption of immigrants in the building trades.

Trade, employer of 21 per cent of all gainfully occupied women and 12 per cent of all men, currently reported few oppor-

tunities for additional workers. A small labour demand, however, was expected to develop in March as a result of accelerated Easter activity. Nevertheless, little overall expansion in employment was expected during the first six months of 1948, according to reports from employers in major retail firms throughout Canada.

The levelling-off in trade employment reflected the growing resistance to higher price levels, and, to some extent, the recently imposed excise tax on electric stoves, refrigerators and other consumer durable goods. Consumer demand, however, continued to be basically sound, with aggregate labour income during 1947 at a level 18 per cent above that for 1946.

The **service** industries, which accounted for 35 per cent of female employment and 12 per cent of male employment, indicated an easier labour situation during February than at any time in the past six years. A sharp decline in labour turnover, absorption of immigrants, and the greater supply of married women who normally are not in the employment market, was largely responsible for the improved situation. Labour requirements in hotels and restaurants had subsided markedly and in some cases surpluses were apparent. This situation had led to a greater movement of women into domestic service jobs.

The prevailing "loose" labour market, however, was expected to be of only short duration. The upswing in farm activity and the opening up of tourists resorts will draw off many of the workers and serious labour shortages will probably again develop during the summer months.

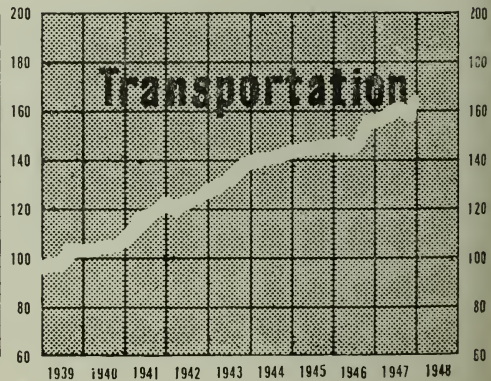
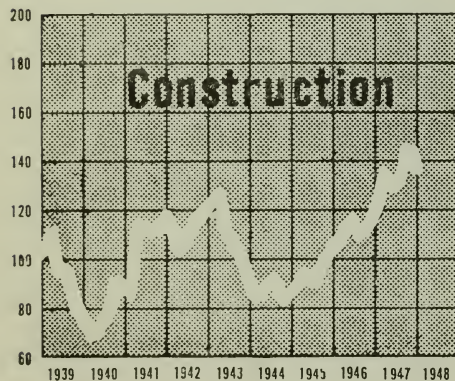
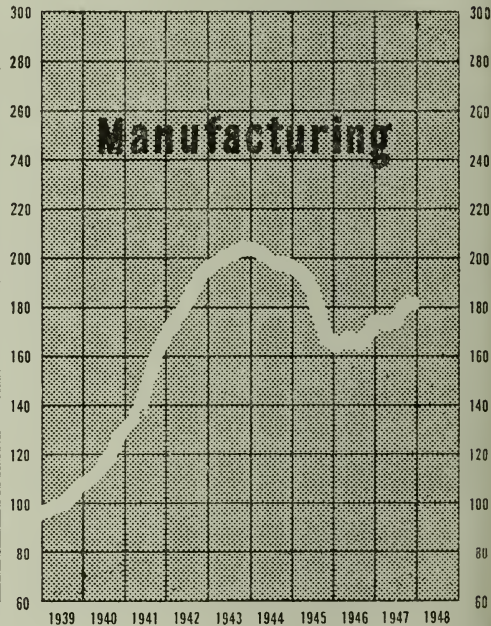
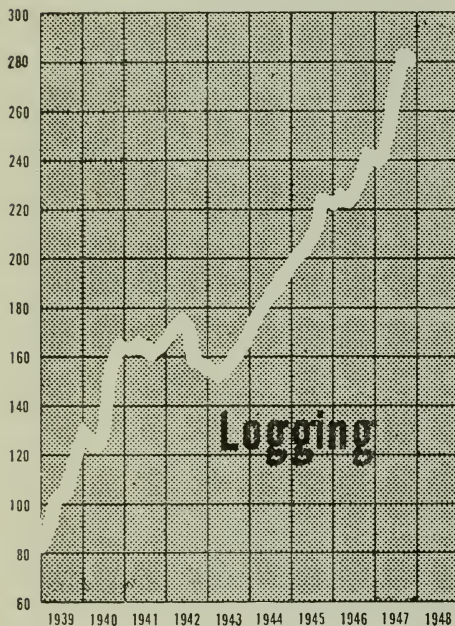
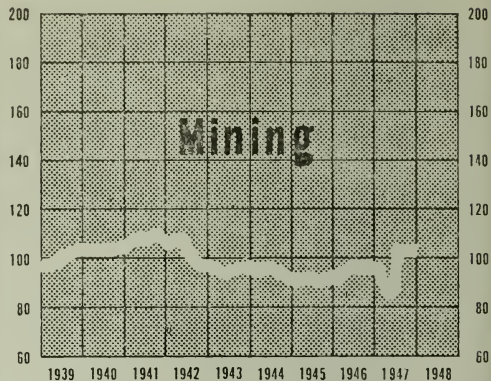
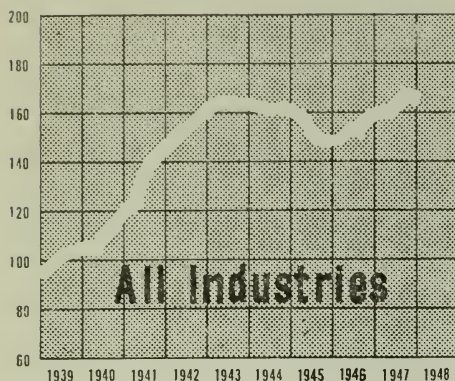
Employment Service Activities

Employment offices were faced with the season's heaviest work-load during January, as was the case in 1947. The influx of applicants for work was due mainly to the usual seasonal causes: further employment declines in the seasonal industries, year-end lay-offs, release of Christmas workers, and a backlog of unemployed who had not sought jobs in December. Lay-offs necessitated by power and gas shortages in industrial areas of Ontario aggravated the situation. The number of applicants remaining on file rose sharply throughout January, from 142,000 at the beginning of the new year to 186,000 one month later. By mid-February, however, the upswing appeared to be levelling off at approximately 200,000.

EMPLOYMENT TRENDS IN CANADIAN INDUSTRIES, 1939 TO 1948

Average: 1939 = 100

Seasonally Adjusted



The volume of job-seekers at the seasonal peak exceeded that of the 1947 high by 5,000. This gain over the year did not necessarily mean a greater degree of unemployment; male job-seekers were 3,000 fewer in number than those reported one year before. The rise was largely due to the influx of female applicants, many of whom were married and seeking supplements to family income because of high living costs. Geographically, the Pacific and Quebec regions alone indicated a noticeable deterioration in employment. The increased number of job-seekers in the latter region was accounted for mainly by the earlier release of men from the woods; this unemployment was not considered serious since it would probably be of only two to four weeks' duration.

However, there were fewer jobs available during the seasonal slump than one year before. Unfilled vacancies stood at 32,000 at the seasonal low as compared with 71,000 in 1947. This decline was primarily ascribed to greatly reduced labour turnover in all industrial fields. Mining, logging and the service industries, all of which have suffered severely from labour turnover throughout the post-war period, reported a marked improvement during the past few months. This growing stability in the labour force, together with the additional workers made available through immigration, has greatly reduced demand for labour in these industries. In domestic service, however, a heavy demand continued, and, because of the scarcity of alternative opportunities, more women were turning to this work.

Although the number of vacancies reported increased slightly at the beginning of the new year, the January level was 43 per cent below that of 1947. The slight gain in vacancies enabled the January placement rate to be maintained at approximately the December level. Placements over the year, however, suffered a 28 per cent decline. Industrially, placements in manufacturing and logging showed sharp gains over the month, and these offset the seasonal declines in mining, construction, transportation, and trade. Placements among women, however, increased by 16 per cent during the month, as the entrance of large numbers of women into the labour force enabled certain long-standing vacancies in the clerical occupations to be filled. The willingness of women to accept domestic service, as indicated above, also bolstered placement levels.

The number of claimants for unemployment insurance rose rapidly during January to total 131,000 at January 31, representing an increase of 36,000 and 27,000 respectively over the previous month and year. The yearly gain, however, reflected the increased number of ex-servicemen eligible for unemployment insurance. Conversely, "out-of-work" claimants, a temporary DVA payment to unemployed veterans, dropped from 34,000 to 3,000 over the year. This substantiated the assumption that over-all unemployment at the end of January was still somewhat below that of 1947.

In the *executive and professional* offices, placements increased somewhat over the December level, but were still well below the number recorded in January, 1947. Executive and professional offices reported a relatively active demand during January, in contrast to the marked scarcity of jobs in the general field.

The seasonal downtrend, however, made itself felt in the tightening of employers' specifications for workers. This was particularly evident in the engineering and accountancy fields where university degrees of certificates of Chartered Accountancy were becoming a prerequisite on many employers' orders. Many of the applicants, on the other hand, although lacking the academic training, had well-diversified practical experience. A fair demand for draughtsmen was evident during January with a sufficient number of workers available to meet requirements. Opportunities in the selling and managerial line, however, were relatively few.

An average of 278 persons per week registered at Executive and Professional offices during January, a total slightly in excess of the previous month and year. Placements, at the same time, averaged 48 per week, leaving 2,556 applicants unplaced at the end of the period.

Aside from the regular placement activity, executive and professional offices were currently endeavouring to find jobs for university students wishing to obtain summer or permanent employment at the close of school term. By the middle of February, employment officers had completed the registration of students and it was estimated that approximately 60 per cent of the student body had taken advantage of the services offered. At the same time, suitable vacancies were being opened up through letters sent to some 12,000 employers; at the end of February approximately 9,000 vacancies had been uncovered through this means.

In the *Special Placements* section, placements of handicapped persons indicated a slackening similar to the general field. However, a large number had received permanent jobs during the active placement months of the summer and, as a result, fewer impaired persons were presently in the employment market. Unplaced handicapped persons numbered 5,876 at January 14, as against 6,504 one year before.

A Youth Employment Centre, similar to that which has been functioning in Toronto since May, 1946, was established in Montreal in December, 1947. These Centres are designed to deal exclusively with youth applicants and provide not only a placement service but also an opportunity for vocational guidance and counselling for all applicants. The services of the Youth Centre were outlined in the May 1947, issue of the *LABOUR GAZETTE*.

The number of *veterans* registering for employment, although increasing substantially during January, rose at a much slower rate than the general upswing. It would appear that the veterans, representing the younger segment of the labour force and benefiting from the preference in employment that many employers are trying to give them, were less affected by seasonal variations. By the end of January, 43,629 veterans were unplaced; 45 per cent of these had been registered for work for more than a month. Over one-third of all unplaced veterans were concentrated in three districts, the distribution in these centres being: Vancouver (7,680); Toronto (5,218); Halifax (4,785).

Regional Analysis

The *Maritime region* continued to experience the usual seasonal downtrends during January and February but at no time did the unemployment problem appear to be as severe as in 1947. Seasonality only partially accounted for the current employment problem since much of the depressed condition was of a chronic nature. Reflecting this, 3.4 per cent of the labour force in the Maritime region were unemployed even at the peak of seasonal activity (August, 1947), while for Canada as a whole only 1.4 per cent were unemployed at that time.

Construction activity was at a seasonal low during January but indications pointed to a record year of activity during 1948. A fair number of contracts had already been let for public utility, residential, and commercial projects and a heavy program

of highway and bridge construction was being scheduled. Little labour demand was evident from the winter-active ports and the logging industry; the European "austerity" program had directly influenced logging through curtailment of orders and indirectly affected port activity through reduction of exports from other parts of the Dominion passing through the ports of Saint John and Halifax.

Activity in the coal mines had returned to normal following the holiday season. Successful agreements had been reached between union and management without work stoppage. This peaceful settlement was in marked contrast to the four-month strike which held up production in the Maritime mines during the winter months of 1947.

The *Quebec region* experienced a sharp rise in seasonal unemployment during January and February. The volume of unemployment during the winter months appeared to be slightly greater than in 1947, which was partially accounted for by the earlier release of men from woods employment. The situation was expected to show a steady improvement from the beginning of March, however, and it was likely that labour shortages would develop by as early as May.

Labour requirements in manufacturing industries were few and a surplus of women factory workers was developing. The situation reflected a growing buyers' resistance to higher price levels which was especially felt in the secondary textile field. Cut-backs in orders were also reported by some employers in durable goods manufacturing fields, such as washing machines, refrigerators, etc., where higher prices had resulted from the recently imposed excise tax.

Woods operations were well advanced for the season. Cutting had been completed in some areas during January and hauling had begun; the smaller work force required for the latter operation had resulted in a gradual reduction in employment as indicated above. The mining industry was currently reporting the smallest labour demand of the post-war period. Decreased labour turnover and the absorption of Displaced Persons, had done much to improve the labour situation.

The *Ontario region* experienced a temporarily adverse employment situation during the winter slump, but despite this, a smaller proportion of the labour force was unemployed than in any of the four remaining regions. The sharp rise in

unemployment during January and early February was mainly seasonal in character although gas and electric power shortages in the southwestern areas of the region further aggravated the situation. The unemployment problem was beginning to improve by mid-February, a date several weeks in advance of that for Canada as a whole.

There was little demand for unskilled labour in most manufacturing industries, although skilled, experienced workers were quickly hired. Shortages of production materials in various industries throughout the region (food products, leather products, electrical apparatus, machinery building) caused temporary lay-offs. The aforementioned power shortages greatly reduced manufacturing employment; Windsor was particularly affected with over 20,000 workers idle at the end of January as a direct result of the gas shortage.

The mining industry had sufficient workers and temporary lay-offs were feared in some of the northern areas because of the electric power shortage. Woods employment had begun to decline by the end of January in areas where the season was well advanced.

The *Prairie region* similarly was subject to seasonal influences during January and February but the extent of seasonal unemployment appeared to be somewhat less than in 1947. This was attributed in part to the large winter movement of unemployed to British Columbia.

Agricultural employment was at the winter low and farm labour demand was small. Meat packing plants reported little activity; some lay-offs had resulted from the reduced flow of cattle to the plants because of snow-blocked roads.

The strike of coal miners in Alberta, which began January 13, was largely settled and 7,000 men had returned to work. Construction "outside" work was at a standstill except in certain areas in Alberta where there had been unusually mild weather. However, judging from the large number of contracts on hand, a heavy demand for construction workers would develop when weather conditions permitted.

The employment situation in the *Pacific region* had deteriorated considerably during the winter months and little relief was in sight until the spring upswing in activity. Much of the unemployment was concentrated in the three principal cities—Vancouver, Victoria, and New Westminster—where job-seekers from other sections of the country tended to settle.

Logging employment was lower than usual during January because of snowfalls and soft road conditions in many areas. Camp closures were responsible in part for the surplus of woods labour, although a greater number of men had been available for logging work than in the last few years. The few openings available during the period were for key men. In sawmills and pulp and paper mills, labour turnover was negligible and the demand for workers was light.

There was little construction work under way and unemployment in the industry was fairly general, especially among the unskilled labourers. However, a heavy work program, beginning in the spring on highway and industrial construction, was expected to reduce the extensive unemployment and might well create a shortage of skilled labour.

PRICES AND THE COST OF LIVING

Cost of Living Index

The Dominion Bureau of Statistics cost-of-living index rose from 148.3 on January 2 to 150.1 on February 2, 1948. This increase was equal to the average monthly advance recorded during the preceding twelve months, but slightly less than gains recorded in each of the past two months.

More than half of the rise during January was attributable to the food index which mounted from 182.2 to 186.1. Seasonal declines in eggs and citrus fruits

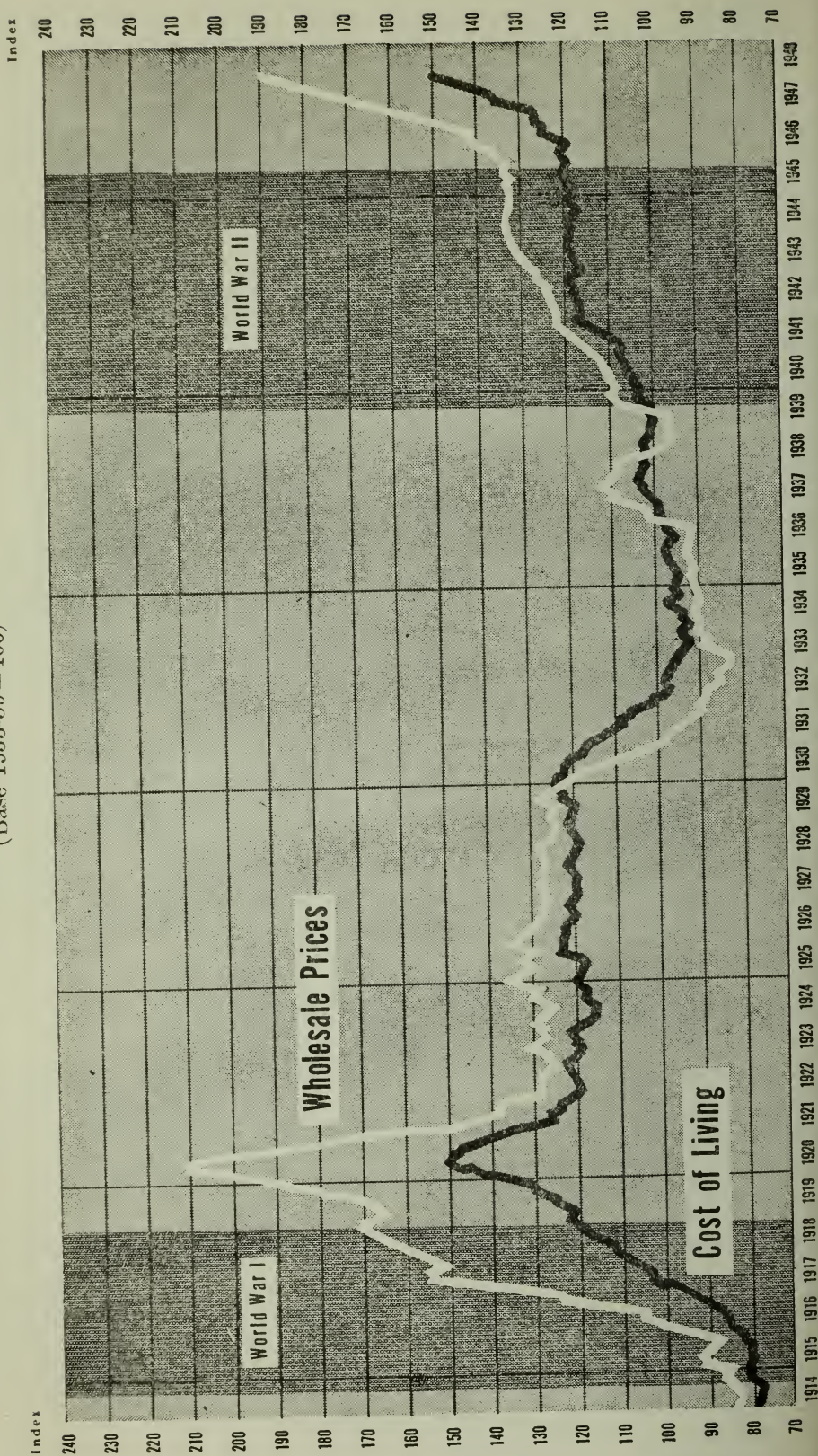
were heavily overbalanced by increases for meats, cereal foods, vegetables and other food groups. February 2 meat price averages were down appreciably from levels indicated by a mid-January check-up.

Lower prices for U.S. anthracite coal were responsible for the only group index decline, with fuel and light dropping fractionally from 120.4 to 120.1. Other group changes were as follows: clothing up from 161.2 to 165.1, home furnishings and services from 158.4 to 159.9, and miscellaneous items from 122.6 to 122.8. The rental index remained at 119.9.

* See Tables F-1 to F-6.

COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935-39 = 100)



From August, 1939 to February 2, 1948, the increase in the Dominion cost-of-living index was 48·9 per cent (from 100·8 to 150·1).

Cost of Living in Eight Cities

There were further increases in the eight regional cost-of-living indexes between January 2 and February 2, 1948, due principally to higher prices for foods followed by clothing and home furnishings and services. At two centres, Montreal and Toronto, fuel costs receded slightly due to reductions in the price of anthracite coal. City index increases for February 2 were as follows: Toronto 2·0 to 147·8; Winnipeg 1·6 to 144·4; Montreal 1·5 to 152·8; Edmonton 1·3 to 145·1; Halifax 1·1 to 144·3; Saint John 0·9 to 147·7; Vancouver 0·9 to 148·7 and Saskatoon 0·8 to 151·9.

Wholesale Prices, January, 1948

Wholesale prices registered further strength between December, 1947 and January, 1948, as indicated by a gain of 3·4 points to 146·9 in the general wholesale index. Animal products provided the main support to the over-all advance, a gain of 10·2 points to 159·1 for this group reflecting sharply higher prices for livestock and meats. Hides, skins and egg

prices moved slightly lower. Wood, wood products and paper rose 4·0 to 181·7 supported by increases for newsprint, wood pulp and furniture, while non-metallic minerals moved up 3·0 to 125·6 due to advances in petroleum products and asbestos. An increase of 1·9 to 132·6 in vegetable products was due to higher prices for grains, bran, shorts, coffee beans and potatoes which outweighed a decline in flour and raisins. Firmer quotations for tinplate and wood-screws moved iron and its products 1·3 points higher to 150·6, while zinc and solder price increases were responsible for a gain of 1·2 to 137·0 in non-ferrous metals. An advance in the price of woollen cloth was reflected in a gain of 1·0 to 149·1 in the textile group, and upturns in quotations for soda ash, caustic soda, calcium chloride and industrial alcohol moved the chemical products group up 0·9 to 113·7.

Canadian farm product prices at wholesale rose to an index level of 134·4 in January, 1948 from 130·7 in December, 1947. Firmer animal product prices were largely responsible, an index for this series moving up 7·6 points to 164·4 due to substantially higher prices for livestock and raw wool. These outweighed reductions for hides, skins and eggs. In the same interval field products moved up 1·3 to 116·4 supported by increases in grains, potatoes and onions.

STRIKES AND LOCKOUTS

Canada, February, 1948*

During February, 1948, the number of strikes and lockouts recorded in Canada, the number of workers involved and the time loss in man-working days, were little changed from the previous month. The strike of coal miners in Alberta and British Columbia which commenced on January 13, accounted for about 78 per cent of the total time loss during February. Following a compromise settlement reached on February 17, work was resumed by February 23 at all mines in the two provinces, with the exception of 11 in Alberta and two in British Columbia, employing approximately 1,700 miners. At the end of February settlement had not been reached at these 13 mines.

Preliminary figures for February, 1948, show 15 strikes in existence, involving

11,082 workers, with a time loss of 140,945 man-working days, or ·18 per cent of estimated working time, as compared with 19 strikes in January, with 12,595 workers involved and a time loss of 135,780 days, or ·17 per cent of estimated working time. In February, 1947, there were 21 strikes, with 32,552 workers involved and a time loss of 198,214 days, or ·25 per cent of estimated working time.

For the first two months of 1948, preliminary figures show 27 strikes and lockouts in existence, involving 14,458 workers, with a time loss of 276,725 man-working days, or ·18 per cent of estimated working time. For the same period last year there were 27 strikes, with 32,742 workers involved and a time loss of 226,718 days, or ·15 per cent of estimated working time.

* See Tables G-1, G-2.

Of the 15 strikes recorded for February, 1948, two were settled in favour of the workers, one in favour of the employer, three were compromise settlements and three were indefinite in result, work being resumed pending final settlement. At the end of the month six strikes were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indi-

cating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., which commenced on May 30, 1946; and metal factory workers at Ottawa, Ont., which commenced on February 24, 1947.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review, issued as a supplement to the *LABOUR GAZETTE* for April, 1948, and in this article are taken from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in December, 1947, was 119 and 16 were still in progress from the previous month, making a total of 135 during the month. In all stoppages of work in progress in the period there were 24,600 workers involved and a time loss of 79,000 working days was caused.

Of the 119 stoppages which began during December, 12 arose out of demands for advances in wages; 54 over other wage questions; eight on questions as to working hours; 12 on questions respecting the employment of particular classes or persons; 32 on other questions respecting working arrangements; and one was on a question of trade union principle.

United States

Preliminary figures for January, 1948, show 175 strikes and lockouts beginning in the month, in which 75,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,000,000 man-days. Corresponding figures for December, 1947, are 120 strikes and lockouts, involving 30,000 workers, with a time loss of 500,000 days.

FATAL INDUSTRIAL ACCIDENTS IN CANADA, 1947*

Industrial fatalities in Canada during the calendar year 1947, increased to 1,440 from 1,378 in the previous year. The 1946 total includes 29 not previously reported. The total of fatal and non-fatal accidents reported by Provincial Workmen's Compensation Boards increased from 354,829 in 1946 to 373,734 in 1947.

The accidents recorded are those occurring to persons gainfully employed, during the course of, or arising from their employment. Also included are fatalities from industrial diseases reported by Provincial Workmen's Compensation Boards.

Reviews of industrial accidents appear in the *LABOUR GAZETTE* quarterly.

The annual totals were compiled from reports received from Provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and the Ontario Chief Factory Inspector. Also included were the reports submitted by *LABOUR GAZETTE* correspondents in several Canadian industrial centres.

Press reports served mainly to supplement official information and were included only after careful inquiry to avoid duplication. The record on accidents in agriculture was compiled from such

* See Tables H-1 to H-5.

reports. Although it is not known to what extent agricultural accidents are covered, the record is considered fairly complete.

Nineteen industrial accidents which caused the death of three or more persons in each case were reported to the Department in 1947. On February 14, an airplane crash near Coleman, Alberta, caused the death of four employees of a general contracting company. Two freight trains collided at Scott Junction, Quebec, and resulted in the death of four railway employees on March 10. The most serious disaster occurred on March 3 when the lake freighter *Novadoc* of Ontario registry foundered off Portland, Maine, and 24 crew members lost their lives.

On April 24, twelve miners at Norrie, Quebec, were asphyxiated when a fire broke out in a shaft in which they were working. At Vancouver, British Columbia, the three crew members of a missing airplane were listed as dead on April 28. A storm which swamped their fishing boat in New London Harbour, Prince Edward Island, resulted in the drowning of four lobster fishermen on May 2. Three construction workers were killed near Courtenay, British Columbia, on May 29, when a logging truck collided with the car in which they were driving. At Longueuil, Quebec, a pilot and three employees of a mining company lost their lives on June 1 when their plane plunged into the St. Lawrence River. Twelve crew members of the freighter *Emperor* were drowned on June 4 when the steamer struck and sank at Canoe Rocks in Lake Superior.

A fire in a wholesale wool establishment at Peterborough, Ontario, on July 11, caused the death of two inspectors and one sorter. On July 12, three agricultural workers were killed when the truck in which they were riding was struck by a passenger train. An underground explosion in a gold mine at Pioneer, British Columbia, resulted in the death of a foreman and two miners on August 18. Four railroad employees were killed in a train collision at Dugald, Manitoba, on September 1. An explosion, following the collision of an oiltanker with a coal carrying steamship in the St. Lawrence River near Morrisburg, Ontario, on September 24, resulted in the death of 11 seamen.

On October 2, four highway construction workers were killed in the explosion of a launch at Indian Point, British Columbia. On October 8, four gold miners were killed at Central Patricia, Ontario, as a

result of a natural gas explosion while they were sinking a shaft. Three loggers were drowned in Lake Therese, Ontario, when their boat capsized on October 20. The collapse of a catwalk on November 22 on a construction project at St. Joachim, Quebec, caused the death of four men. Three railway employees were killed on December 28, at Senneterre, Quebec, as the result of the explosion of a gasoline engine used to run a coal conveyor.

Fatalities by Causes

Classification of accidents according to cause (Table H-1) indicates that the largest number, 470, came under the category of "moving trains, vehicles, etc." Automobiles and other power vehicles and implements caused 193 fatalities.

Industrial diseases, strain, etc., were responsible for 188 of the 261 industrial deaths recorded in the group, "other causes". Falls of persons resulted in 233 fatalities while falling objects caused 170 of which 88 were in logging.

Fatalities by Provinces

The largest number of industrial fatalities in 1947, was recorded in Ontario with 581. Of these, 131 occurred in transportation and 104 in manufacturing. In British Columbia 294 fatalities were recorded including 81 in logging. The third largest number, 249, was that for Quebec.

Fatalities by Industries

Table H-4 includes an analysis of fatalities by industries and months and the number of fatalities in each industry, expressed as a percentage of the grand total. The latest available census figures of persons employed in the various industries are also given, which although not in any case for the year under review, are included to provide an approximate indication of the relative frequency of accidents from industry to industry.

The highest percentage of the 1,440 fatalities in 1947 was in transportation and public utilities with 19.8; the percentage was 17.2 in the previous year. Manufacturing accounted for 17.5 per cent in comparison to 25.1 per cent in 1946.

The percentage in mining, non-ferrous smelting and quarrying rose to 13.1 from 12.6 per cent in 1946. In logging, the percentage increased from 10.5 in 1946, to 12.8 in 1947.

INCREASE IN INDUSTRIAL ACCIDENTS IN ONTARIO

Covering all industries and employers under workmen's compensation in Ontario, a statement recently issued by the Industrial Accident Prevention Associations shows that in 1947 there were 168,767 accidents reported, including 396 fatal cases. This number constitutes a record for any one year in Ontario. The highest previous year (1946) showed a total of 138,570 cases, but the number of fatalities in 1946 exceeded that of 1947 by 39—435 as compared with 396.

The total awards by the Workmen's Compensation Board in Ontario also established a record high in 1947, being \$17,760,743.39, as compared with \$16,502,023.89 in 1946. The ratio in increase in awards, however, is considerably less than the increase in accidents reported. Much of this increase is attributed to increased man-hours worked.

Other contributing factors mentioned include lack of proper training of new workers, increased coverage of industries not formerly under the Workmen's Compensation Act and possibly "a certain lack of interest on the part of floaters—people who drift from job to job and who apparently do not care particularly whether they hold a job or not."

The Associations report that injuries to foremen and other supervisors are sufficiently numerous to merit special corrective measures by industrial executives with a view to decreasing the number of "bad examples" being set to other workers. It is recommended that "the knowledge gained from accidents which have happened, be put to work". Prevention is much less costly than paying compensation for accidents.

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The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers.

Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

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CANADA'S MINERAL PRODUCTION IN 1947

2813—LABOUR GAZETTE— Gal. 22

Canada's mineral production in 1947 reached an all-time high value of \$619.1 millions, an increase of 7.4 per cent over the previous record of \$566.7 millions in 1942, according to estimates prepared by the Dominion Bureau of Statistics. The production value for 1947 was 23 per cent greater than the \$502.8 millions in 1946. New records were established in the output values of fuels, structural materials and other non-metallics, but the metallics did not reach the level of the 1942 production.

The value of metals in 1947 at \$389.5 millions was nearly \$100 millions more than in 1946. This was due mainly to the increases in market prices for copper, lead, zinc and other base metals, the domestic ceiling prices of which were raised early in the year, and on which price controls were removed entirely in June, 1947. In comparison with figures for the preceding year, the tonnage of copper was up 23 per cent while the value increased 96 per cent to reach \$91.3 millions; the quantity of zinc was down nearly 12 per cent but the price increase raised the total valuation by 27 per cent to \$46.5 millions; lead production was down about 8.6 per cent but the smaller tonnage was worth \$44.3 millions or nearly twice that of 1946. High market prices also brought greater returns for some of the other base metals. In contrast, the average price for gold was lower in 1947 than in 1946, but some improvement in labour conditions resulted in an increase of 7.2 per cent in quantity and two per cent in total value to 3,035,161 ounces at

\$106.2 millions. Silver, a by-product of most gold and base metal mines, showed a decline in both quantity and price, resulting in a yield of 11.8 million ounces worth \$8.5 millions.

Output of structural materials was greater than in any previous year, the 1947 value of \$72.7 millions being nearly ten per cent above the \$66.1 millions in 1946. The quantities and values of most items were greater than ever before; cement shipments amounted to 11,899,716 barrels worth \$21.6 millions; lime production totalled 922,277 tons valued at \$7.3 millions; sand and gravel increased 14.6 per cent to \$17.8 millions; stone advanced about ten per cent to \$12.3 millions, and clay products, which include brick, tile, etc., increased in value by 12.3 per cent to reach a new high of \$13.7 millions.

Coal production was lower in 1947 by some two million tons, but higher prices brought the total valuation to \$76.1 millions. Output of natural gas at 53.3 billion cubic feet worth \$14.3 millions was up 11.3 per cent in quantity and 17.8 per cent in value. Crude petroleum output amounted to 7.6 million barrels at \$14.7 millions.

Other non-metallics gained 22.8 per cent in value to \$51.7 millions compared with \$43.7 millions in the previous year. Asbestos advanced to 662,533 tons worth \$31.8 millions from 558,181 tons worth \$25.2 millions; a new record was made for gypsum in both quantity and value which were respectively, 2,390,157 tons and \$4,388,745; salt increased to 731,515 tons from 537,985 tons, and sulphur declined to 196,700 tons from 234,771 tons.

LABOUR STATISTICS

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Summary

TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Series	1948		1947	1946	1944	1939
	Feb.	Jan.	Jan.	Jan.	Jan.	Jan.
Labour Force—						
Civilian labour force(1).....000		4,934	4,848	4,498	†	†
Employed(1).....000		4,847	4,733	4,326	†	†
Paid workers(1).....000		3,334	3,278	2,919	†	†
Male(1).....000		2,482	2,427	2,076	†	†
Female(1).....000		852	851	843	†	†
Unemployed.....000		87	115	172	†	†
Index of employment (2).....	189.2	193.7	181.0	168.2	185.7	108.1
Unemployment in trade unions.....%		1.7	1.5	3.0	0.8	16.2
Earnings and Hours—						
Total labour income.....\$000,000			460	395	†	†
Per capita weekly earnings.....\$	38.67	36.28	32.64	29.92	29.69	†
Average hourly earnings.....cents		86.6	76.3	67.9	†	†
Average hours worked per week.....hours		38.3	38.1	38.1	†	†
Average real weekly earnings, index (3).....		104.3	104.8	102.4	†	†
National Employment Service—						
Unplaced applicants(4).....No.	186,750	142,049	164,262	†	†	†
Unfilled vacancies(4).....No.	34,410	40,981	90,555	†	†	†
Placements, weekly average.....		10,336	14,285	†	†	†
Unemployment Insurance—						
Unemployment insurance claims.....No.	130,798	94,525	83,374	113,386	6,216	†
Balance in fund.....\$000	435,682	429,837	362,094	318,377	176,777	†
Prices—						
Wholesale index(2).....		146.9	114.2	104.0	102.5	73.2
Cost of living index(5).....	150.1	148.3	127.0	119.9	119.0	101.0
Production—						
Industrial production index(4).....		178.0	173.8	160.1	204.1	102.2
Mineral production index(5).....		117.2	110.4	108.3	113.4	105.9
Manufacturing, index(5).....		189.8	184.9	170.1	225.1	100.9
Electric power.....000 k.w.h.	3,753,916	3,918,011	3,428,773	3,524,000	2,386,771	
Construction contracts awarded.....\$000	34,200	44,711	27,396	8,782	7,261	
Pig iron.....tons	180,042	177,313	143,685	132,128	57,660	
Steel ingots and castings.....tons	239,646	256,726	249,798	244,623	242,186	78,198
Inspected slaughtering, cattle.....No.		129,168	109,166	159,635	90,315	69,867
Hogs.....No.		568,907	378,666	477,592	941,037	262,922
Flour production.....000 bbl.	1,799	1,889	2,478	2,240	2,041	1,098
Newsprint.....tons		372,000	370,000	328,414	242,660	208,880
Cement producers' shipments.....000 bbl.		500	401	310	176	116
Automobiles and trucks.....No.	16,382	16,715	19,045	8,495	†	14,794
Timber scaled in B.C.....000 F.B.M.			204,755	175,883	172,576	117,911
Gold.....oz.		274,104	234,137	238,450	257,793	411,328
Copper.....000 lb.		40,894	28,892	32,021	48,878	47,322
Lead.....000 lb.		22,136	25,152	34,069	32,858	32,403
Nickel.....000 lb.		21,548	19,448	13,823	23,547	14,635
Zinc.....000 lb.		34,332	35,063	41,734	49,439	30,449
Coal.....000 tons		1,386	1,699	1,817	1,621	1,178
Distribution—						
Retail sales index, adjusted(5).....		250.0	220.4	196.5	166.0	100.3
Wholesale sales index, unadjusted(5).....		245.5	237.7	217.3	156.1	77.6
Trade external, excluding gold.....\$000		445,200	384,300	331,653	372,359	125,516
Imports, excluding gold.....\$000		206,100	173,780	140,300	126,369	43,743
Exports, excluding gold.....\$000		235,400	208,600	189,100	242,011	81,046
Railways—						
Revenue freight.....000 ton miles			4,743,315	4,643,721	5,349,341	1,871,324
Car loadings, revenue freight(6).....Cars	285,607	295,565	283,307	254,517	268,818	157,919
Banking and Finance—						
Common stocks, index(5).....	102.2	107.5	106.2	123.5	81.5	102.9
Preferred stocks, index(5).....	141.0	144.5	157.5	152.1	118.2	85.0
Bond yields, Dominion index(5).....	92.1	92.1	84.9	90.0	97.3	†
Cheques cashed, individual accounts.....\$000	5,551,137	6,490,790	6,215,840	5,990,656	4,512,474	2,511,882
Bank loans, current, public.....\$000		1,891,000	1,448,042	1,173,828	1,037,239	791,847
Money Supply.....\$000		7,479,344	7,545,400	7,059,200	5,165,262	2,695,743
Circulating media in hands of public.....\$000		1,093,504	1,079,700	1,027,300	835,227	220,988
Deposits, notice.....\$000		3,824,001	3,532,832	2,962,942	2,026,213	1,667,403
Deposits, demand.....\$000		2,073,302	2,086,600	1,948,500	1,673,315	699,772
Other.....\$000		488,537	846,300	1,120,400	630,507	107,580

NOTE.—Many of the statistical data in this table are included in the *Canadian Statistical Review* issued by the Dominion Bureau of Statistics.

† Comparable statistics not available. (1) For January 1948, 1947 and 1946, Labour Force survey figures for the preceding November are shown. (2) Base 1925=100. (3) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index. (4) As at January 29, 1948, and comparable previous dates. (5) Base 1935-1939 = 00. (6) Figures are for four-week periods.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision).

Geographical and Industrial Unit	Number of Employees Reported at Jan. 1, 1948	Aggregate Weekly Payrolls Reported at Jan. 1, 1948	Average Weekly Earnings Reported at			Index Numbers Based on June 1, 1941 as 100 p.c.						
						Employment			Aggregate Weekly Payrolls			
			Jan. 1, 1948	Dec. 1, 1947	Jan. 1, 1947	Jan. 1, 1948	Dec. 1, 1947	Jan. 1, 1947	Jan. 1, 1948	Dec. 1, 1947	Jan. 1, 1947	Jan. 1, 1948	Dec. 1, 1947	Jan. 1, 1947
(a) PROVINCES												
		\$	\$	\$	\$							
Maritime Provinces	140,743	4,577,769	32.52	33.73	28.93	118.7	126.2	111.2	176.4	194.4	146.8	
Prince Edward Island.....	3,173	94,033	29.64	30.54	27.61	140.2	153.4	120.4	190.6	214.9	151.7	
Nova Scotia.....	75,574	2,334,844	30.89	33.40	27.13	105.3	115.5	100.7	144.3	171.1	120.8	
New Brunswick.....	61,996	2,148,892	34.66	34.34	31.26	139.5	142.3	127.8	231.5	234.0	191.6	
Quebec	595,077	20,656,251	34.71	36.82	31.37	125.4	130.7	118.7	181.5	200.9	155.2	
Ontario	850,030	31,535,098	37.10	39.63	33.35	125.5	127.1	115.7	171.8	185.8	142.2	
Prairie Provinces	230,125	8,524,007	37.04	37.90	34.08	129.5	133.8	123.4	181.2	191.6	158.9	
Manitoba.....	103,782	3,795,234	36.57	37.44	33.78	125.5	129.8	121.3	173.0	183.2	154.4	
Saskatchewan.....	45,357	1,652,892	36.44	36.56	34.26	124.9	132.2	116.5	175.8	186.7	153.8	
Alberta.....	80,986	3,075,881	37.98	39.27	34.37	138.0	140.5	130.4	196.0	206.3	168.2	
British Columbia	186,009	7,264,149	39.05	40.95	34.57	144.3	150.2	133.7	197.8	215.7	162.5	
CANADA	2,001,984	72,557,274	36.24	38.28	32.64	126.9	130.7	118.5	178.3	193.9	149.9	
(b) CITIES												
Montreal	285,544	9,872,270	34.57	37.10	31.25	127.9	131.7	123.4	172.3	190.3	150.4	
Quebec City	28,735	853,609	29.71	32.69	27.94	115.8	121.8	103.4	163.5	189.3	137.7	
Toronto	268,022	9,959,849	37.16	39.01	33.17	129.8	130.6	121.0	180.0	190.1	149.3	
Ottawa	24,895	789,954	31.73	33.15	28.98	123.1	123.2	122.4	169.5	177.1	153.8	
Hamilton	63,066	2,414,731	38.29	40.36	33.36	116.7	118.5	108.0	162.6	173.9	131.3	
Windsor	38,039	1,430,791	37.61	46.67	40.05	117.1	119.1	103.7	113.0	148.9	110.2	
Winnipeg	68,146	2,277,240	33.42	34.68	30.48	130.7	135.8	126.2	171.5	184.8	151.0	
Vancouver	84,764	3,099,307	36.56	38.39	32.85	159.7	163.7	150.0	219.6	236.4	186.0	
Halifax	23,491	721,640	30.72	31.91	27.84	130.3	125.8	127.4	176.7	177.2	156.2	
Saint John	15,390	489,841	31.83	31.05	29.88	144.2	127.9	134.6	211.9	183.4	185.4	
Sherbrooke	10,489	291,997	27.84	32.54	24.06	116.2	118.0	108.1	155.5	184.6	125.0	
Three Rivers	10,519	381,066	36.24	37.06	31.26	126.9	136.8	116.9	177.5	195.8	141.4	
Kitchener-Waterloo	20,698	720,389	34.80	37.90	29.49	135.7	137.5	128.4	208.6	230.1	166.3	
London	25,651	884,541	34.48	35.88	30.20	143.4	146.5	135.5	194.4	206.6	160.1	
Fort William-Port Arthur	12,216	474,610	38.85	42.18	35.26	85.2	87.6	72.3	124.0	138.6	95.2	
Regina	11,940	396,152	33.18	33.06	30.58	130.1	133.6	117.0	187.5	191.9	154.9	
Saskatoon	7,431	257,565	32.89	33.77	30.25	154.9	160.7	142.5	230.1	245.2	195.7	
Calgary	21,840	754,393	35.19	36.08	31.81	134.9	136.8	124.3	186.7	194.1	156.7	
Edmonton	20,615	691,395	33.54	35.20	30.12	148.2	158.3	140.5	204.3	229.1	173.7	
Victoria	13,733	480,460	34.99	36.85	31.74	157.4	155.3	154.9	219.8	228.5	195.7	
(c) INDUSTRIES												
Manufacturing	1,048,957	38,077,440	36.30	39.25	32.40	119.1	122.1	113.5	166.6	184.6	141.5	
Durable Goods (1).....	491,788	18,827,066	38.28	42.09	34.40	116.4	118.0	108.6	158.0	176.0	132.6	
Non-Durable Goods.....	530,407	18,108,295	34.14	36.50	30.29	121.3	125.6	117.9	176.0	194.9	151.2	
Electric Light and Power.....	26,762	1,142,079	42.68	42.52	39.72	131.4	133.7	118.9	177.1	179.6	147.9	
Logging.....	125,201	4,815,391	38.46	39.20	32.35	260.1	256.0	234.0	502.1	503.6	380.5	
Mining.....	78,471	3,182,061	40.55	46.19	35.50	94.2	96.5	86.9	119.7	139.7	96.9	
Communications.....	45,196	1,604,549	35.50	35.60	33.63	172.0	171.2	159.4	223.7	223.2	196.6	
Transportation.....	179,324	8,094,719	45.14	45.41	43.06	140.8	141.7	133.6	193.9	196.4	175.8	
Construction and Maintenance.....	186,597	6,413,870	34.37	36.46	31.00	103.0	122.7	90.0	153.8	194.2	121.3	
Services (2).....	64,833	1,583,674	24.43	24.96	22.19	139.6	140.4	129.9	207.5	213.2	178.4	
Trade.....	273,405	8,785,570	32.13	32.06	29.00	147.1	145.6	135.4	199.4	196.9	166.5	
Eight Leading Industries	2,001,984	72,557,274	36.24	38.28	32.64	126.9	130.7	118.5	178.3	193.9	149.9	
Finance	83,352	3,111,491	37.33	37.36	35.75	136.6	136.4	128.6	175.8	175.8	159.1	
Nine Leading Industries	2,085,336	75,668,765	36.29	38.24	32.77	127.2	130.9	119.0	178.2	193.2	150.2	

(1) This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, with the exception of electric light and power.

(2) Mainly hotels and restaurants and laundry and dry cleaning plants.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(Base: June 1, 1941=100)

(The latest figures are subject to revision)

Year and Month	Eight Leading Industries			Manufacturing				
	Index Numbers of			Index Numbers of				
	Employment	Aggregate Weekly Payrolls	Average Weekly Earnings	Employment	Aggregate Weekly Payrolls	Average Weekly Earnings	Average Weekly Earnings	
			\$				\$	
June 1, 1941	100-0	100-0	100-0					25-25
Jan. 1, 1945	118-1	138-1	119-2		126-6	147-1	118-2	30-22
Jan. 1, 1946	110-2	127-6	118-5		107-1	121-2	115-3	29-49
Jan. 1, 1947	118-5	149-9	129-3		113-5	141-5	126-7	32-40
Feb. 1, 1947	118-3	160-6	138-7		115-4	156-8	138-2	35-34
Mar. 1, 1947	118-1	163-0	141-0		115-8	159-5	140-0	35-81
Apr. 1, 1947	118-3	163-9	141-5		116-3	160-8	140-7	35-98
May 1, 1947	117-6	163-7	142-1		116-5	162-7	141-8	36-27
June 1, 1947	120-8	168-5	142-6		117-6	165-9	143-3	36-64
July 1, 1947	124-1	173-8	143-2		119-4	167-7	142-6	36-47
Aug. 1, 1947	126-1	178-6	144-7		120-5	171-5	144-6	36-97
Sept. 1, 1947	126-5	180-3	145-6		121-0	173-3	145-3	37-16
Oct. 1, 1947	127-6	184-9	148-1		121-2	177-5	148-8	38-04
Nov. 1, 1947	129-5	189-7	149-7		122-1	181-2	150-6	38-52
Dec. 1, 1947	130-7	193-9	151-6		122-1	184-6	153-5	39-25
Jan. 1, 1948	126-9	178-3	143-5		119-1	166-6	142-0	36-30

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

Average Calendar Year 1926=100

(The latest figures are subject to revision)

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Jan. 1, 1932	91-6	111-1				86-3	93-8	92-8				80-6
Jan. 1, 1933	78-5	80-1				77-8	78-8	84-4				69-7
Jan. 1, 1934	88-6	97-0				86-3	91-2	86-4				80-4
Jan. 1, 1935	94-4	99-0				91-3	98-0	91-2				88-8
Jan. 1, 1936	99-1	108-1				95-5	102-7	95-1				92-4
Jan. 1, 1937	103-8	109-5				104-0	107-5	94-2				95-4
Jan. 1, 1938	113-4	115-8	73-2	118-3	115-3	119-7	117-5	96-2	92-4	97-8	100-8	97-8
Jan. 1, 1939	108-1	109-2	92-2	151-0	95-8	114-9	108-8	97-1	91-8	99-2	102-8	93-0
Jan. 1, 1940	116-2	118-9	84-3	126-6	111-6	120-7	120-9	103-3	96-9	103-3	113-2	97-6
Jan. 1, 1941	134-2	130-0	112-7	137-5	121-9	139-6	141-1	116-2	113-0	113-4	123-1	116-0
Jan. 1, 1942	165-8	183-9	118-9	204-5	162-2	175-0	172-7	131-4	127-2	119-6	145-7	142-6
Jan. 1, 1943	183-7	180-0	112-0	194-5	166-1	198-7	187-5	140-6	137-6	131-5	151-3	185-2
Jan. 1, 1944	185-7	186-3	128-0	196-9	176-4	201-3	185-4	149-5	141-6	137-5	169-7	190-2
Jan. 1, 1945	180-4	182-5	123-2	187-9	179-3	191-1	184-2	149-2	145-0	141-1	160-9	173-9
Jan. 1, 1946	168-2	169-5	120-4	176-2	164-1	171-8	172-2	150-6	144-8	143-4	164-0	163-7
Jan. 1, 1947	181-0	169-4	128-9	169-0	172-4	186-7	186-7	158-3	151-3	148-4	175-4	180-4
Feb. 1, 1947	180-7	168-0	124-7	172-3	165-2	186-2	187-6	158-3	148-3	142-9	171-7	180-8
Mar. 1, 1947	180-4	148-9	124-0	138-1	164-4	188-4	188-7	155-4	149-5	145-1	171-1	180-9
Apr. 1, 1947	180-7	153-3	127-4	138-2	174-4	185-8	189-9	155-3	149-1	145-5	171-1	183-6
May 1, 1947	179-6	151-7	128-0	141-9	165-7	182-2	189-4	155-7	148-9	147-2	171-5	186-2
June 1, 1947	184-5	165-8	139-3	165-2	168-2	186-9	191-8	161-9	152-4	157-7	179-1	192-4
July 1, 1947	189-5	179-4	150-9	180-3	172-2	191-2	195-7	167-3	155-7	162-5	187-8	196-9
Aug. 1, 1947	192-6	183-9	157-0	188-2	180-1	195-0	196-7	172-1	159-1	167-5	194-8	204-2
Sept. 1, 1947	193-2	184-7	159-2	191-7	177-3	196-1	196-4	172-1	158-5	168-0	195-4	207-5
Oct. 1, 1947	194-8	188-2	162-7	196-5	179-2	199-3	199-6	166-8	155-7	163-1	186-1	206-0
Nov. 1, 1947	197-8	193-3	160-4	201-4	184-9	203-7	202-2	170-1	160-7	168-0	185-9	203-1
Dec. 1, 1947	199-6	192-3	164-3	193-9	192-0	205-6	205-0	171-7	161-8	168-4	189-0	202-6
Jan. 1, 1948	193-7	180-9	150-2	176-8	188-2	197-2	202-5	166-2	156-5	159-1	185-6	194-7
Relative Weight of Employment by Provinces and Economic Areas as at January 1, 1948.	100-0	7-0	1	3-8	3-1	29-7	42-5	11-5	5-2	2-3	4-0	9-3

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of employees reported in Canada by the firms making returns at the date under review.

TABLE C-1.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

Industries	Number of Employees Reported at Jan. 1, 1948	Aggregate Weekly Payrolls Reported at Jan. 1, 1948	Average Weekly Earnings Reported at			Index Numbers Based on June 1, 1941 as 100 p.c.		
						Employment		
			Jan. 1, 1948	Dec. 1, 1947	Jan. 1, 1947	Jan. 1, 1948	Dec. 1, 1947	Jan. 1, 1947
Manufacturing	1,048,957	38,077,440	\$ 30	\$ 25	\$ 40	119-1	122-1	113-5
Animal products—edible.....	45,837	1,650,189	36-00	38-15	32-62	132-6	147-9	133-4
Fur and products.....	3,948	141,870	35-93	39-22	28-42	127-0	129-7	121-9
Leather and products.....	30,620	832,010	27-17	29-75	24-20	106-8	110-4	113-1
Boots and shoes.....	18,905	489,365	25-89	28-41	23-21	103-7	105-4	110-2
Lumber and its products.....	76,796	2,449,371	31-89	35-18	27-91	117-8	121-0	109-4
Rough and dressed lumber.....	43,546	1,455,635	33-43	36-38	29-14	104-8	108-7	94-3
Furniture.....	15,620	482,999	30-92	34-28	26-53	150-7	151-2	146-9
Other lumber products.....	17,630	510,737	28-97	32-94	26-40	135-8	139-3	128-8
Plant products—edible.....	59,232	1,838,260	31-03	32-28	28-23	133-4	149-9	133-4
Pulp and paper products.....	110,847	4,680,043	42-22	44-28	37-18	137-6	140-5	127-9
Pulp and paper.....	48,203	2,406,382	49-92	51-50	42-61	132-0	136-3	120-7
Paper products.....	21,682	678,174	31-28	35-61	28-01	154-4	155-8	148-4
Printing and publishing.....	40,962	1,595,487	38-95	40-18	35-64	135-9	137-5	128-0
Rubber products.....	24,362	917,656	37-67	41-41	34-97	143-4	145-6	141-0
Textile products.....	152,755	4,099,204	26-84	30-14	23-58	109-1	110-7	103-7
Thread, yarn and cloth.....	57,482	1,644,591	28-61	31-99	24-81	108-5	107-9	101-5
Cotton yarn and cloth.....	21,884	608,175	27-79	31-49	24-63	89-0	88-2	85-1
Woolen yarn and cloth.....	15,353	422,791	27-54	31-36	23-96	111-8	111-8	104-2
Artificial silk and silk goods.....	15,065	458,845	30-42	33-10	25-10	136-3	136-8	126-4
Hosiery and knit goods.....	25,738	623,361	24-22	27-13	20-71	118-5	120-3	110-6
Garments and personal furnishings.....	53,178	1,355,379	25-49	28-99	23-41	109-8	113-6	103-8
Other textile products.....	16,357	475,873	29-09	32-27	24-23	95-1	97-0	99-8
Tobacco.....	11,679	285,305	24-43	31-44	21-12	131-4	120-0	130-7
Beverages.....	18,702	777,431	41-57	41-95	37-01	163-0	162-1	148-0
Chemicals and allied products.....	40,736	1,671,125	41-02	41-71	35-91	92-8	94-0	92-1
Clay, glass and stone products.....	20,827	768,763	36-01	40-35	31-92	135-6	139-2	129-0
Electric light and power.....	26,762	1,142,079	42-68	42-52	39-72	131-4	133-7	118-9
Electrical apparatus.....	53,399	2,118,422	39-58	41-25	34-38	170-2	170-7	151-0
Iron and steel products.....	291,162	11,442,243	39-30	44-06	36-01	108-7	109-9	102-9
Crude, rolled and forged products.....	38,068	1,644,032	43-19	46-90	37-39	130-3	129-6	123-1
Machinery (other than vehicles).....	29,561	1,137,280	38-47	42-75	33-97	115-1	116-4	112-4
Agricultural implements.....	16,977	718,368	42-31	44-09	37-23	187-0	185-5	155-1
Land vehicles and aircraft.....	111,554	4,463,198	40-01	44-70	39-16	98-2	98-3	91-5
Automobiles and parts.....	45,184	1,753,990	38-82	48-64	39-07	115-4	117-5	97-2
Steel shipbuilding and repairing.....	21,353	783,865	36-71	46-51	33-90	109-1	122-4	113-2
Heating appliances.....	7,720	277,618	35-96	38-78	29-47	144-0	147-4	128-9
Iron and steel fabrication (n.e.s.).....	11,239	453,845	40-38	43-89	36-77	96-6	97-0	82-9
Foundry and machine shop products.....	8,330	292,995	35-17	42-53	33-02	94-9	94-1	93-4
Other iron and steel products.....	46,360	1,671,042	36-04	40-96	31-24	103-1	103-4	101-9
Non-ferrous metal products.....	48,636	2,022,924	41-59	43-30	36-35	117-0	118-4	105-9
Non-metallic mineral products.....	15,168	694,288	45-77	46-84	40-71	118-6	119-7	114-0
Miscellaneous.....	17,489	551,257	31-52	34-47	27-84	133-6	140-2	138-5
Logging	125,201	4,815,391	38-46	39-20	32-35	260-1	256-0	234-0
Mining	78,471	3,182,061	40-55	46-19	35-50	94-2	96-5	86-9
Coal.....	24,579	905,010	36-82	44-17	30-08	97-5	98-9	97-4
Metallic ores.....	39,899	1,731,111	43-39	49-55	40-51	83-7	84-3	73-8
Non-metallic minerals (except coal).....	13,993	545,940	39-02	40-67	32-14	131-6	143-2	118-8
Communications	45,196	1,604,549	35-50	35-60	33-63	172-0	171-2	159-4
Telegraphs.....	8,247	316,735	38-41	38-43	37-07	121-1	121-8	115-8
Telephones.....	36,485	1,270,306	34-82	34-95	32-82	187-4	186-2	172-8
Transportation	179,324	8,094,719	45-14	45-41	43-06	140-8	141-7	133-6
Street railways, cartage and storage.....	60,100	2,410,252	40-10	40-56	36-51	155-3	156-9	149-4
Steam railways operation.....	91,778	4,618,144	50-32	50-51	49-06	134-1	131-5	131-3
Shipping and stevedoring.....	27,446	1,066,323	38-85	39-87	35-66	126-7	137-4	104-4
Construction and Maintenance	186,597	6,413,870	34-37	36-46	31-00	103-0	122-7	90-0
Building.....	90,247	3,204,054	35-50	40-62	30-99	136-8	151-6	111-4
Highway.....	61,187	1,932,126	31-58	32-18	29-13	84-0	117-4	75-6
Railway.....	35,163	1,277,690	36-34	35-07	33-98	81-3	84-7	80-5
Services	64,833	1,583,674	24-43	24-96	22-19	139-6	140-4	129-9
Hotels and restaurants.....	42,952	1,009,623	23-51	23-60	21-89	147-5	147-6	135-8
Personal (chiefly laundries).....	21,881	574,051	26-24	27-57	22-79	126-8	129-0	120-4
Trade	273,405	8,785,570	32-13	32-06	29-00	147-1	145-6	135-4
Retail.....	200,782	5,980,185	29-78	29-56	26-75	149-2	146-7	136-5
Wholesale.....	72,623	2,805,385	38-63	38-79	35-38	144-9	146-1	134-9
Eight Leading Industries	2,001,984	72,557,274	36-24	38-28	32-64	126-9	130-7	118-5
Finance	83,352	3,111,491	37-33	37-36	35-75	136-6	136-4	128-6
Banks and trust companies.....	47,003	1,544,901	32-87	32-91	31-88	144-7	144-7	134-7
Brokerage and stock market operations.....	3,688	166,954	45-27	45-95	39-78	162-3	163-2	201-6
Insurance.....	32,661	1,399,636	42-85	42-82	40-84	124-0	123-6	116-4
Total—Nine Leading Industries	2,085,336	75,668,765	36-29	38-24	32-77	127-2	130-9	119-0

TABLE C-5.—SEX DISTRIBUTION OF THE PERSONS IN RECORDED EMPLOYMENT

Industries	Jan. 1, 1948				Dec. 1, 1947		Jan. 1, 1947	
	Men	Women	Men	Women	Men	Women	Men	Women
	No.	No.	p. c.	p. c.	p. c.	p. c.	p. c.	p. c.
Manufacturing	813,838	235,119	77.6	22.4	77.0	23.0	76.9	23.1
Animal products—edible.....	37,623	8,214	82.1	17.9	81.8	18.2	82.0	18.0
Fur and products.....	2,430	1,518	61.6	38.4	61.2	38.8	62.9	37.1
Leather and products.....	19,178	11,442	62.6	37.4	62.3	37.7	61.7	38.3
Boots and shoes.....	10,989	7,916	58.1	41.9	58.2	41.8	58.0	42.0
Lumber and products.....	70,588	6,208	91.9	8.1	91.9	8.1	91.3	8.7
Rough and dressed lumber.....	41,157	2,389	94.5	5.5	94.4	5.6	94.3	5.7
Furniture.....	14,185	1,435	90.8	9.2	90.7	9.3	90.2	9.8
Other lumber products.....	15,246	2,384	86.5	13.5	86.4	13.6	85.7	14.3
Plant products—edible.....	39,411	19,821	66.5	33.5	62.9	37.1	67.4	32.6
Pulp and paper products.....	88,788	22,059	80.1	19.9	80.0	20.0	79.2	20.8
Pulp and paper.....	45,777	2,426	95.0	5.0	94.9	5.1	93.9	6.1
Paper products.....	13,876	7,806	64.0	36.0	64.3	35.7	62.3	37.7
Printing and publishing.....	29,135	11,827	71.1	28.9	70.3	29.7	70.8	29.2
Rubber products.....	16,167	6,195	74.6	25.4	74.0	26.0	74.3	25.7
Textile products.....	69,674	83,081	45.6	54.4	44.9	55.1	45.7	54.3
Thread, yarn and cloth.....	35,105	22,377	61.1	38.9	60.8	39.2	62.4	37.6
Cotton yarn and cloth.....	13,202	8,682	60.3	39.7	60.2	39.8	61.0	39.0
Woolen yarn and cloth.....	8,800	6,553	57.3	42.7	57.0	43.0	59.1	40.9
Artificial silk and silk goods.....	9,631	5,434	63.9	36.1	63.5	36.5	65.6	34.4
Hosiery and knit goods.....	9,251	16,487	35.9	64.1	35.4	64.6	36.5	63.5
Garments and personal furnishings.....	16,250	36,928	30.6	69.4	29.9	70.1	30.5	69.5
Other textile products.....	9,068	7,289	55.4	44.6	54.7	45.3	51.2	48.8
Tobacco.....	5,210	6,469	44.6	55.4	41.4	58.6	45.2	54.8
Beverages.....	16,119	2,583	86.2	13.8	85.7	14.3	85.1	14.9
Chemicals and allied products.....	30,829	9,907	75.7	24.3	75.3	24.7	72.8	27.2
Clay, glass and stone products.....	18,350	2,477	88.1	11.9	87.8	12.2	86.7	13.3
Electric light and power.....	23,836	2,926	89.1	10.9	89.3	10.7	88.7	11.3
Electrical apparatus.....	36,881	16,518	69.1	30.9	68.5	31.5	68.3	31.7
Iron and steel products.....	269,516	21,646	92.6	7.4	92.5	7.5	92.0	8.0
Crude, rolled and forged products.....	36,233	1,835	95.2	4.8	95.2	4.8	94.2	5.8
Machinery (other than vehicles).....	26,318	3,243	89.0	11.0	88.9	11.1	88.7	11.3
Agricultural implements.....	16,185	792	95.3	4.7	95.3	4.7	95.0	5.0
Land vehicles and aircraft.....	105,126	6,428	94.2	5.8	94.1	5.9	94.4	5.6
Automobiles and parts.....	40,253	4,931	89.1	10.9	89.0	11.0	89.7	10.3
Steel shipbuilding and repairing.....	20,681	672	96.9	3.1	97.3	2.7	95.3	4.7
Heating appliances.....	7,239	481	93.8	6.2	92.2	7.8	92.1	7.9
Iron and steel fabrication (n.e.s.).....	10,366	873	92.2	7.8	92.0	8.0	91.4	8.6
Foundry and machine shop products.....	7,903	427	94.9	5.1	94.7	5.3	93.8	6.2
Other iron and steel products.....	39,465	6,895	85.1	14.9	84.9	15.1	84.1	15.9
Non-ferrous metal products.....	41,647	6,989	85.6	14.4	85.2	14.8	84.0	16.0
Non-metallic mineral products.....	13,767	1,401	90.8	9.2	91.0	9.0	91.1	8.9
Miscellaneous.....	11,824	5,665	67.6	32.4	65.8	34.2	66.9	33.1
Logging	122,967	2,234	98.2	1.8	98.3	1.7	98.4	1.6
Mining	76,845	1,626	97.9	2.1	98.0	2.0	97.9	2.1
Coal.....	24,338	241	99.0	1.0	99.1	0.9	98.9	1.1
Metallic ores.....	39,092	807	98.0	2.0	98.0	2.0	97.9	2.1
Non-metallic minerals (except coal).....	13,415	578	95.9	4.1	96.2	3.8	95.7	4.3
Communications	21,378	23,818	47.3	52.7	47.4	52.6	45.0	55.0
Telegraphs.....	6,631	1,616	80.4	19.6	80.1	19.9	78.1	21.9
Telephones.....	14,408	22,077	39.5	60.5	39.7	60.3	37.1	62.9
Transportation	168,146	11,178	93.8	6.2	93.7	6.3	93.4	6.6
Street railways, cartage and storage.....	55,530	4,570	92.4	7.6	92.4	7.6	92.2	7.8
Steam railway operation.....	86,212	5,566	93.9	6.1	93.7	6.3	93.6	6.4
Shipping and stevedoring.....	26,404	1,042	96.2	3.8	96.3	3.7	96.1	3.9
Construction and Maintenance	182,787	3,810	98.0	2.0	98.3	1.7	97.9	2.1
Building.....	87,885	2,362	97.4	2.6	97.7	2.3	97.2	2.8
Highway.....	59,859	1,328	97.8	2.2	98.4	1.6	97.8	2.2
Railway.....	35,043	120	99.7	0.3	99.7	0.3	99.6	0.4
Services	30,859	33,974	47.6	52.4	47.1	52.9	45.5	54.5
Hotels and restaurants.....	21,494	21,453	50.0	50.0	49.6	50.4	48.8	51.2
Personal (chiefly laundries).....	9,365	12,516	42.8	57.2	42.4	57.6	39.1	60.9
Trade	156,970	116,426	57.4	42.6	57.4	42.6	56.1	43.9
Retail.....	101,254	99,528	50.4	49.6	50.3	49.7	49.2	50.8
Wholesale.....	55,725	16,898	76.7	23.3	76.3	23.7	75.8	24.2
Eight Leading Industries	1,573,799	428,185	78.6	21.4	78.8	21.2	78.0	22.0
Finance	44,048	39,304	52.8	47.2	52.9	47.1	53.6	46.4
Banks and trust companies.....	22,828	24,175	48.6	51.4	48.6	51.4	49.5	50.5
Brokerage and stock market operations.....	2,401	1,287	65.1	34.9	64.7	35.3	65.0	35.0
Insurance.....	18,819	13,842	57.6	42.4	57.7	42.3	58.2	41.8
All Industries	1,617,847	467,489	77.6	22.4	77.8	22.2	77.0	23.0

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

Week preceding	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Dec. 1, 1944.....	46.3	46.9	45.5	70.5	77.9	60.4
*Jan. 1, 1945.....	39.6	39.7	39.5	70.0	77.1	60.9
*Jan. 1, 1946.....	38.1	37.5	38.7	67.9	74.7	61.7
*Jan. 1, 1947.....	38.1	38.0	38.1	76.3	83.3	69.4
Feb. 1, 1947.....	43.2	43.2	43.1	76.4	83.5	69.4
Mar. 1, 1947.....	43.4	43.6	43.2	77.1	84.2	69.9
Apr. 1, 1947.....	43.2	43.4	43.1	77.6	84.8	70.5
May 1, 1947.....	43.2	43.3	43.1	78.3	85.4	71.2
June 1, 1947.....	42.9	43.0	42.7	79.9	86.2	73.4
July 1, 1947.....	42.0	42.5	41.6	80.8	86.8	74.7
Aug. 1, 1947.....	42.5	42.6	42.3	81.3	87.7	74.8
Sept. 1, 1947.....	42.3	42.5	42.2	82.2	88.8	75.7
Oct. 1, 1947.....	43.1	43.5	42.6	83.4	90.6	76.2
Nov. 1, 1947.....	42.9	43.1	42.7	84.7	91.9	77.6
Dec. 1, 1947.....	43.5	43.8	43.2	85.6	92.8	78.3
*Jan. 1, 1948.....	38.3	38.6	38.1	86.6	92.9	80.1

* The averages at these dates were affected by loss of working time at the year-end holidays.

TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING

Week Preceding	All Manufactures ⁽¹⁾		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
Dec. 1, 1944.....	33.29	32.64	36.83	36.54	29.23	27.48
*Jan. 1, 1945.....	30.11	27.72	32.77	30.61	27.05	24.06
*Jan. 1, 1946.....	29.32	25.87	31.30	28.01	27.57	23.88
*Jan. 1, 1947.....	32.23	29.07	34.40	31.65	30.29	26.44
Feb. 1, 1947.....	35.22	33.00	37.91	36.07	32.82	29.91
Mar. 1, 1947.....	35.69	33.46	38.48	36.71	33.17	30.20
Apr. 1, 1947.....	35.87	33.52	38.59	36.80	33.38	30.39
May 1, 1947.....	36.13	33.83	38.83	36.98	33.67	30.69
June 1, 1947.....	36.52	34.28	38.91	37.07	34.32	31.11
July 1, 1947.....	36.34	33.94	38.71	36.89	34.18	31.08
Aug. 1, 1947.....	36.85	34.55	39.26	37.36	34.65	31.64
Sept. 1, 1947.....	37.05	34.77	39.49	37.74	34.83	31.95
Oct. 1, 1947.....	37.94	35.95	40.94	39.41	35.21	32.46
Nov. 1, 1947.....	38.42	36.34	41.26	39.70	35.86	33.14
Dec. 1, 1947.....	39.16	37.24	42.09	40.65	36.50	33.83
*Jan. 1, 1948.....	36.13	33.17	38.28	35.86	34.14	30.52

(1) Exclusive of electric light and power.

* See footnote to Table C-6.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

	Average Hours Worked			Average Hourly Earnings		
	Jan. 1, 1948	Dec. 1, 1947	Jan. 1, 1947	Jan. 1, 1948	Dec. 1, 1947	Jan. 1, 1947
Nova Scotia.....	40.0	44.8	37.8	78.3	77.1	71.2
New Brunswick.....	40.7	44.7	40.5	78.8	77.4	70.8
Quebec.....	39.4	45.6	39.5	78.6	77.2	69.2
Ontario.....	37.8	42.8	38.1	90.5	90.2	79.8
Manitoba.....	39.7	43.1	38.4	84.4	83.0	77.1
Saskatchewan.....	39.3	42.8	40.6	83.9	87.4	76.8
Alberta.....	40.3	42.3	39.8	85.5	84.8	76.0
British Columbia.....	35.0	38.4	34.6	105.0	103.3	91.4
Montreal.....	37.4	43.4	37.0	82.7	81.4	74.2
Toronto.....	37.0	41.4	36.7	90.2	89.0	79.0
Hamilton.....	39.4	42.6	38.2	94.9	93.6	83.1
Winnipeg.....	39.2	42.8	37.5	83.3	82.3	76.8
Vancouver.....	33.8	38.3	32.8	102.8	101.9	91.4

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages			Wage-Earners Working Hours Shown in Col. 1
	Jan. 1, 1948	Dec. 1, 1947	Jan. 1, 1947	Jan. 1, 1948	Dec. 1, 1947	Jan. 1, 1947	Jan. 1, 1948	Dec. 1, 1947	Jan. 1, 1947	
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$	
Manufacturing	38.3	43.5	38.1	86.6	85.6	76.3	33.17	37.24	29.07	770,238
*Durable manufactured goods.....	38.6	43.8	38.0	92.9	92.8	83.3	35.86	40.65	31.65	387,137
Non-durable manufactured goods.....	38.1	43.2	38.1	80.1	78.3	69.4	30.52	33.83	26.44	383,101
Animal products—edible.....	38.9	44.5	38.6	86.4	84.4	74.1	33.61	37.56	28.60	25,408
Dairy products.....	45.8	47.1	46.2	71.7	70.9	64.1	32.84	33.39	29.61	5,351
Meat products.....	37.6	44.3	37.4	94.4	91.5	80.8	35.49	40.53	30.22	17,636
Leather products.....	35.8	40.3	37.3	68.7	68.5	58.9	24.59	27.61	21.97	22,464
Leather boots and shoes.....	35.6	40.0	37.7	65.1	64.9	55.3	23.18	25.96	20.85	14,046
*Lumber products.....	36.9	42.3	37.3	81.3	79.6	69.3	30.00	33.67	25.85	61,601
Rough and dressed lumber.....	36.4	41.3	36.9	86.0	84.2	73.5	31.30	34.77	27.12	33,932
Containers.....	37.9	42.9	37.4	78.6	76.4	65.3	29.79	32.78	24.42	7,478
Furniture.....	37.8	43.7	37.9	76.7	75.3	65.3	28.99	32.91	24.75	12,971
*Musical instruments.....	40.3	45.6	38.8	73.2	71.9	61.4	29.50	32.79	23.82	864
Plant products—edible.....	38.1	42.0	38.5	69.5	68.1	61.4	26.48	28.60	23.64	40,405
Flour and other milled products.....	37.8	45.2	43.0	84.4	83.0	71.5	31.90	37.32	30.75	5,736
Fruit and vegetable preserving.....	32.4	39.0	31.1	64.1	63.4	56.7	20.77	24.73	17.63	7,484
Bread and bakery products.....	41.7	42.4	41.8	66.9	65.7	58.6	27.90	27.86	24.49	12,908
Chocolate and cocoa products.....	34.8	42.2	34.8	58.7	58.1	53.1	20.43	24.52	18.48	6,491
Pulp and paper products.....	42.2	46.2	42.6	95.1	93.6	81.3	40.13	43.24	34.63	81,430
Pulp and paper.....	47.1	49.7	46.9	101.2	100.2	85.6	47.67	49.80	40.15	41,344
Paper products.....	35.7	43.8	37.5	75.4	74.4	64.0	26.92	32.59	24.00	16,573
Printing and publishing.....	38.2	41.6	39.0	94.8	93.5	84.2	36.21	38.90	32.84	23,513
Rubber products.....	37.5	43.6	35.9	93.7	91.0	85.3	35.14	39.68	30.62	19,949
Textile products.....	35.4	41.9	35.1	67.0	66.2	58.5	23.72	27.74	20.53	122,628
Thread, yarn and cloth.....	38.5	45.0	38.7	67.5	66.5	57.6	25.99	29.93	22.29	51,774
Cotton yarn and cloth.....	38.0	44.6	40.3	67.8	67.1	56.7	25.76	29.93	22.85	20,423
Woolen yarn and cloth.....	37.0	44.1	37.2	66.8	66.4	57.3	24.72	29.28	21.32	13,546
Silk and artificial silk goods.....	40.6	46.1	36.8	67.6	66.4	59.4	27.45	30.61	21.86	13,349
Hosiery and knit goods.....	35.7	42.0	34.2	62.6	61.4	54.9	22.35	25.79	18.78	21,591
Garments and personal furnishings.....	31.0	38.0	31.4	67.4	66.9	61.1	20.89	25.42	19.19	36,760
Tobacco.....	29.3	42.1	26.9	65.9	65.8	56.3	19.31	27.70	15.14	9,060
Beverages.....	41.4	44.0	42.0	86.3	85.1	75.8	35.73	37.44	31.84	12,780
Distilled and malt liquor.....	40.5	43.6	41.5	89.5	87.9	77.8	36.25	38.32	32.29	10,957
Chemicals and allied products.....	41.4	43.6	41.0	87.3	85.6	75.0	36.14	37.32	30.75	24,470
Drugs and medicines.....	39.7	41.2	40.8	72.3	70.1	65.8	28.70	28.88	26.85	3,871
Clay, glass and stone products.....	41.3	46.3	40.5	84.0	84.0	73.4	34.69	38.89	29.73	17,280
Glass products.....	42.4	46.4	40.1	80.6	80.5	72.0	34.17	37.35	28.87	5,841
Lime, Gypsum and Cement products.....	40.2	47.5	.....	83.9	84.1	.....	33.73	39.95	.....	4,275
Electrical apparatus.....	39.0	42.1	38.4	93.1	91.9	80.0	36.31	38.69	30.72	39,452
Heavy electrical apparatus (1).....	41.9	42.8	42.0	100.9	97.6	89.4	42.28	41.77	37.55	9,990
*Iron and steel products.....	38.3	44.2	37.7	96.4	97.1	88.6	36.92	42.92	33.40	229,748
Crude, rolled and forged products.....	42.1	46.2	39.3	99.4	99.4	90.5	41.85	45.92	35.57	33,519
Primary iron and steel.....	42.5	46.1	39.1	101.2	101.1	92.3	43.01	46.61	36.09	26,472
Machinery (other than vehicles).....	39.3	45.4	38.2	90.9	90.1	79.7	35.72	40.91	30.45	22,043
Agricultural implements.....	40.6	43.3	40.7	98.8	98.9	87.7	40.11	42.82	35.69	13,993
Land vehicles and aircraft.....	37.4	43.0	38.3	100.4	102.6	96.3	37.55	44.12	36.88	83,559
Railway rolling stock.....	43.7	43.4	42.2	95.2	95.9	94.7	41.60	41.62	39.96	39,074
Automobiles and parts.....	32.2	42.4	35.1	108.8	111.5	101.3	35.03	47.28	35.56	37,785
Aeroplanes and parts.....	29.6	43.9	33.7	94.2	92.3	88.8	27.88	40.52	29.93	5,937
Steel shipbuilding and repairing.....	35.3	46.5	35.1	97.5	97.7	90.9	34.42	45.43	31.91	18,180
Iron and steel fabrication, n.e.s.....	38.0	43.2	36.9	93.4	93.2	86.0	35.49	40.26	31.73	8,620
Hardware, tools and cutlery.....	38.4	43.9	37.3	86.0	85.3	74.4	33.02	37.45	27.75	10,266
Foundry and machine shop products.....	34.5	43.7	36.7	93.8	95.7	84.2	32.36	41.82	30.90	6,578
Sheet metal work.....	35.5	43.0	34.6	87.8	85.6	75.6	30.78	36.81	29.16	11,815
*Non-ferrous metal products.....	41.0	43.9	39.8	94.4	93.3	82.7	38.70	40.96	32.91	38,192
Preparation of non-ferrous metallic ores.....	42.7	43.8	40.3	103.3	103.1	92.4	44.11	45.16	37.24	10,644
Aluminum and its products.....	43.9	45.4	43.0	94.3	93.4	82.1	41.40	42.40	35.30	10,274
Brass and copper mfg.....	39.3	43.1	.....	91.7	89.5	.....	36.04	38.57	.....	9,662
Non-metallic mineral products.....	40.8	43.7	40.7	101.9	97.7	88.8	41.58	42.69	36.14	10,006
Petroleum and its products.....	39.5	42.1	39.6	110.9	104.9	98.8	43.81	44.16	39.12	6,132
Miscellaneous manufactured products.....	36.9	42.5	36.2	76.9	76.3	65.8	28.38	32.43	23.82	14,501
Mining	36.6	43.5	34.9	104.0	103.0	94.4	38.06	44.81	32.95	67,281
Coal.....	30.5	38.9	26.8	115.3	111.9	106.0	35.17	43.53	28.41	22,007
Metallic ores.....	39.0	45.7	39.3	104.3	104.4	95.3	40.68	47.71	37.45	34,512
Non-metallic minerals (except coal).....	41.6	45.9	39.8	86.4	84.6	74.0	35.94	38.83	29.45	10,762
Local Transportation (2).....	43.7	45.4	44.8	90.7	88.4	78.8	39.64	40.13	35.30	30,238
Building Construction	34.3	40.9	32.8	96.8	96.5	86.3	33.20	39.47	28.31	73,967
Highway Construction	35.7	36.6	37.7	76.1	74.7	66.3	27.17	27.34	25.00	31,524
Services (as indicated below).....	41.2	42.4	40.9	55.8	56.0	51.3	22.99	23.74	20.93	34,103
Hotels and restaurants.....	43.0	42.9	43.0	54.4	54.7	51.3	23.39	23.47	22.06	22,705
Personal (chiefly laundries).....	37.6	41.2	37.2	59.1	58.6	51.4	22.22	24.14	19.12	11,398

The industries classed in the durable manufactured industries are indicated by an asterisk.

(1) Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows: Nov. 1, 1947, 184.6; Dec. 1, 1947, 185.2; Jan. 1, 1948, 191.5; Jan. 1, 1947, the index was 169.6.

(2) Chiefly street and electric railways.

TABLE C-10.— EARNINGS, HOURS, AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

(Source: Hours Worked and Hourly and Weekly Wages D.B.S.; Real Wages computed by Research and Statistics)

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	\$			
Week preceding						
January 1, 1945	46.1x	70.0	32.27x	106.8	96.0	111.3
February 1, 1945	45.4	70.1	31.83	105.3	96.0	109.7
March 1, 1945	45.8	70.1	32.11	106.3	96.0	110.7
April 1, 1945	45.6x	70.4	32.10x	106.2	96.0	110.6
May 1, 1945	45.5	70.5	32.08	106.2	96.3	110.3
June 1, 1945	44.3	70.3	31.14	103.0	96.8	106.4
July 1, 1945	44.3	70.1	31.05	102.7	97.3	105.5
August 1, 1945	44.3	69.5	30.79	101.9	97.5	104.5
September 1, 1945	44.1	69.2	30.52	101.9	97.0	104.1
October 1, 1945	44.7	67.8	30.31	100.3	96.8	103.6
November 1, 1945	44.9	67.5	30.31	100.3	97.0	103.4
December 1, 1945	44.8	67.0	30.02	99.3	97.2	102.2
January 1, 1946	44.2x	67.9	30.01x	99.3	97.0	102.4
February 1, 1946	44.1	68.1	30.03	99.4	97.0	102.5
March 1, 1946	44.0	67.9	29.88	98.9	97.2	101.7
April 1, 1946	44.4	68.4	30.37	100.5	97.7	102.9
May 1, 1946	43.0	68.9	29.63	98.0	98.7	99.3
June 1, 1946	42.0	69.1	29.02	96.0	100.0	96.0
July 1, 1946	42.4	70.0	29.68	98.2	101.2	97.0
August 1, 1946	43.0	70.0	30.10	99.6	101.6	98.0
September 1, 1946	42.7	70.6	30.15	99.8	101.5	98.3
October 1, 1946	42.9	71.4	30.63	101.4	102.6	98.8
November 1, 1946	42.4	72.9	30.91	102.3	102.8	99.5
December 1, 1946	43.2	74.5	32.18	106.5	102.8	103.6
January 1, 1947	42.7x	76.2	32.54x	107.7	102.8	104.8
February 1, 1947	43.1	76.3	32.89	108.8	103.4	105.2
March 1, 1947	43.4	77.1	33.46	110.7	104.3	106.1
April 1, 1947	43.2	77.6	33.52	110.9	105.7	104.9
May 1, 1947	43.2	78.3	33.83	111.9	107.7	103.9
June 1, 1947	42.9	79.9	34.28	113.4	109.1	103.9
July 1, 1947	42.0	80.8	33.94	112.3	110.0	102.1
August 1, 1947	42.5	81.3	34.55	114.3	110.5	103.4
September 1, 1947	42.3	82.2	34.77	115.1	112.8	102.0
October 1, 1947	43.1	83.4	35.95	119.0	115.0	103.5
November 1, 1947	42.9	84.7	36.34	120.3	116.2	103.5
December 1, 1947	43.5	85.5	37.19	123.1	118.1	104.2
January 1, 1948 (1)	43.7*	86.6	37.84*	125.2	120.0	104.3

* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03. January 1, 1948, 38.3 hours, \$33.17.

(1) Latest figures subject to revision.

NOTE:—Average Real Weekly Earnings were computed by dividing the index of the cost-of-living into an index of the average weekly earnings, both indices having been calculated on a similar base (Average 1946=100).

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
March, 1945	82,623	39,233	121,856	56,170	32,067	88,237
March, 1946	43,738	31,777	75,515	215,353	48,072	263,425
March, 1947	36,801	34,995	71,796	156,820	37,994	194,814
April, 1947	43,010	38,725	81,735	145,906	35,448	181,354
May, 1947	53,484	38,706	92,190	122,771	34,192	156,963
June, 1947	62,770	39,870	102,640	94,170	32,311	126,481
July, 1947	59,921	35,263	95,184	80,985	33,514	114,499
August, 1947	58,862	31,219	90,081	69,314	29,577	98,891
September, 1947	70,356	40,212	110,568	60,069	25,862	85,931
October, 1947	73,892	35,430	109,322	58,736	28,585	87,321
November, 1947	65,184	27,750	92,934	64,730	31,099	95,829
December, 1947	35,947	22,325	58,272	82,990	33,584	116,574
January, 1948	23,515	17,151	40,666	111,304	31,108	142,412
February, 1948	18,171	16,007	34,178	142,733	43,951	186,734
March, 1948 (1)	16,416	15,784	32,200	155,249	45,105	200,354

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT JANUARY 29, 1948

(SOURCE: From U.I.C. 751)

Industry	Male	Female	Total	Change from December 31, 1947	
				Absolute	Per-centage
Agriculture and Fishing	453	118	571	+ 31	+ 5.7
Logging	4,049	12	4,061	-4,510	-52.6
Pulpwood.....	2,955	5	2,960	-4,398	-59.8
Lumber.....	920	7	927	- 176	-16.0
Other logging.....	174	.....	174	+ 64	+58.2
Mining	504	22	526	- 730	-58.1
Coal.....	123	2	125	- 387	-75.6
Metallic ores—					
Iron.....	9	1	10	- 23	-69.7
Gold.....	217	3	220	- 279	-55.9
Nickel.....	62	.....	62	- 26	-29.5
Other metallic ores and non-metallic minerals.....	80	3	83	- 27	-24.5
Prospecting and oil producing.....	13	13	26	+ 12	+85.7
Manufacturing	5,104	6,917	12,021	- 437	- 3.5
Food and kindred products.....	358	484	842	- 60	- 6.7
Textiles, apparel, etc.....	897	4,767	5,664	- 117	- 2.0
Lumber and finished lumber products.....	796	131	927	- 160	-14.7
Pulp and paper products and printing.....	526	344	870	- 72	- 7.6
Chemicals and allied products.....	207	184	391	- 19	- 4.6
Products of petroleum and coal.....	42	21	63	+ 11	+21.2
Rubber products.....	79	93	172	- 9	- 5.0
Leather products.....	107	321	428	- 106	-19.9
Stone, clay, glass products.....	175	60	235	+ 9	+ 4.0
Iron and steel products.....	481	57	538	- 23	- 4.1
Non-ferrous metals and products.....	270	67	337	- 19	- 5.3
Machinery.....	410	62	472	+ 31	+ 7.0
Electrical equipment and products.....	208	95	303	- 4	- 1.3
Transportation equipment and other manu- facturing.....	548	231	779	+ 101	+14.9
Construction	2,125	33	2,158	- 225	- 9.4
Transportation and Storage	616	68	684	- 59	- 7.9
Communication and Other Public Utilities	319	662	981	+ 85	+ 9.5
Trade	1,999	1,629	3,628	+ 113	+ 3.2
Wholesale.....	741	369	1,110	+ 166	+17.6
Retail.....	1,258	1,260	2,518	- 53	- 2.1
Finance, Insurance, Real Estate	928	778	1,706	+ 292	+20.7
Service	2,094	5,773	7,867	-1,014	-11.1
Public.....	594	741	1,335	+ 234	+21.1
Domestic.....	53	2,454	2,507	- 442	-15.5
Personal.....	639	2,300	2,939	- 624	-17.7
Other service.....	808	278	1,086	- 182	-14.4
All Industries	18,191	16,012	34,203	-6,454	-15.9

TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT JANUARY 29, 1948

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,168	440	1,608	4,109	811	4,920
Clerical Workers.....	1,213	3,414	4,627	7,374	11,572	18,946
Sales Workers.....	1,796	921	2,717	4,361	7,304	11,665
Personal and Domestic Service Workers.....	632	4,408	5,040	12,398	8,150	20,548
Seamen.....	78	.....	78	2,647	15	2,662
Agriculture and Fishing.....	450	10	460	2,407	822	3,229
Skilled and Semiskilled Workers.....	10,298	4,483	14,781	54,937	7,213	62,150
Food and kindred products.....	100	18	118	1,277	842	2,119
Textiles, clothing, etc.....	605	3,712	4,317	727	3,182	3,909
Lumber and wood products.....	4,470	3	4,473	2,610	89	2,699
Pulp, paper and printing.....	255	102	357	307	192	499
Leather and products.....	58	227	285	1,355	485	1,840
Stone, clay and glass products.....	54	.....	54	229	18	247
Metalworking.....	1,064	24	1,088	6,558	383	6,941
Electrical.....	194	10	204	822	221	1,043
Transportation equipment, n.e.c.....	17	3	20	429	130	559
Mining.....	306	.....	306	691	.....	691
Construction.....	1,200	.....	1,200	17,233	3	17,236
Transportation (except seamen).....	421	5	426	9,731	41	9,772
Communication and public utility.....	76	.....	76	230	2	232
Trade and service.....	139	199	338	1,202	585	1,787
Other skilled and semiskilled.....	1,147	140	1,287	7,555	824	8,379
Foremen.....	69	11	80	977	100	1,077
Apprentices.....	123	29	152	3,004	116	3,120
Unskilled Workers.....	2,536	2,331	4,867	54,550	8,064	62,614
Food and tobacco.....	55	361	416	1,690	1,751	3,441
Lumber and lumber products.....	323	29	352	2,175	224	2,399
Metalworking.....	209	45	254	1,625	176	1,801
Construction.....	337	.....	337	9,929	.....	9,929
Other unskilled workers.....	1,612	1,896	3,508	39,131	5,913	45,044
Total.....	18,171	16,007	34,178	142,783	43,951	186,734

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF JANUARY, 1948

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture and fishing.....	312	286	220
Logging.....	1,684	1,123	778
Mining.....	262	268	187
Manufacturing.....	4,859	4,805	2,824
Food and kindred products.....	550	605	337
Textiles, apparel, etc.....	1,205	1,004	563
Lumber and finished lumber products.....	507	501	319
Pulp and paper products and printing.....	425	396	244
Chemicals and allied products.....	170	197	105
Products of petroleum and coal.....	32	34	18
Rubber products.....	78	81	46
Leather and products.....	139	143	76
Stone, clay and glass products.....	130	142	79
Iron and steel and products.....	352	391	225
Non-ferrous metals and products.....	167	177	107
Machinery.....	278	283	163
Electrical equipment and products.....	213	224	118
Transportation equipment and other manufacturing.....	613	627	424
Construction.....	1,505	1,483	1,037
Transportation and storage.....	868	866	613
Communication and other public utilities.....	195	191	92
Trade.....	2,089	2,398	1,190
Finance, insurance, real estate.....	472	482	195
Service.....	4,806	5,018	3,195
All industries.....	17,052	16,920	10,336

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
JANUARY 2, TO JANUARY 29, 1948**

(SOURCE U.I.C. 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Prince Edward Island	191	61	1,035	237	95	45	1,750
Charlottetown.....	149	46	759	165	63	44	1,242
Summerside.....	42	15	276	72	32	1	508
Nova Scotia	2,298	858	8,001	2,499	1,347	359	14,371
Amherst.....	98	8	248	100	89	1	571
Bridgewater.....	23	21	312	23	9	8	462
Dartmouth.....	201	143	436	133	100	10	747
Halifax.....	969	445	2,335	1,001	420	185	3,173
Inverness.....	34	8	159	25	23	.....	391
Kentville.....	52	48	617	38	70	1	1,058
Liverpool.....	51	7	259	44	1	30	445
New Glasgow.....	355	42	879	442	248	74	1,245
Pictou.....	20	.....	129	25	16	.....	352
Springhill.....	2	.....	93	3	.....	.....	294
Sydney.....	312	56	1,580	377	217	50	3,897
Truro.....	136	65	406	199	114	.....	475
Yarmouth-Shelburne.....	45	15	548	39	40	.....	1,261
New Brunswick	2,675	937	5,991	2,673	1,546	390	7,236
Bathurst.....	28	28	285	22	17	.....	508
Campbellton.....	117	67	458	216	68	32	482
Edmundston.....	39	9	219	68	18	15	274
Fredericton.....	225	31	435	223	86	101	367
Minto.....	189	25	277	208	131	37	126
Moncton.....	1,078	324	2,158	1,118	775	62	2,611
Newcastle.....	94	4	253	55	45	.....	381
Saint John.....	658	364	1,473	571	272	114	1,985
St. Stephen.....	102	52	162	50	40	.....	210
Sussex.....	87	17	141	78	52	17	122
Woodstock.....	58	16	130	64	42	12	170
Quebec	14,431	11,547	35,275	12,164	6,029	613	52,110
Asbestos.....	73	60	147	76	42	10	180
Beauharnois.....	30	12	185	28	20	3	315
Buckingham.....	97	43	211	81	50	1	334
Causapscaal.....	133	117	160	30	11	.....	254
Chandler.....	45	724	209	6	6	.....	408
Chicoutimi.....	149	89	434	124	72	.....	548
Coaticook.....	10	258	174	73	54	.....	213
Dolbeau.....	11	53	68	12	.....	3	105
Drummondville.....	100	68	535	102	54	.....	890
East Angus.....	46	55	256	70	23	18	240
Farnham.....	61	70	93	23	18	.....	128
Granby.....	97	64	327	145	67	4	370
Hull.....	107	73	370	119	61	.....	1,761
Joliette.....	78	149	427	94	31	1	929
Jonquiere.....	62	4	301	57	52	.....	439
Lachute.....	45	47	134	54	30	.....	259
La Malbaie.....	74	4	241	59	52	7	635
La Tuque.....	113	244	342	137	103	6	272
Levis.....	181	119	506	122	82	.....	1,379
Louiseville.....	30	21	133	21	13	.....	337
Magog.....	108	31	168	72	42	.....	218
Matane.....	300	88	189	12	10	.....	360
Megantic.....	88	8	259	92	62	1	277
Mount Laurier.....	34	174	73	22	21	1	77
Montmagny.....	79	75	244	49	48	.....	409
Montreal.....	7,170	6,429	13,086	5,850	2,802	490	16,833
Plessisville.....	39	41	70	27	11	2	120
Port Alfred.....	18	6	123	29	29	.....	236
Quebec.....	1,057	453	4,780	1,561	592	6	9,131
Richmond.....	65	58	74	36	25	4	85
Rimouski.....	65	419	190	25	10	.....	407
Riviere du Loup.....	45	119	321	60	36	1	730
Rouyn.....	164	114	597	230	93	.....	497
Ste. Agathe.....	84	83	236	116	92	.....	262
Ste. Anne de Bellevue.....	35	9	201	40	28	.....	281
Ste. Therese.....	53	63	315	71	55	.....	565
St. Georges de Beauce.....	48	20	544	428	30	.....	219
St. Hyacinthe.....	65	103	364	53	23	3	787
St. Jean.....	195	111	1,504	183	120	.....	460
St. Jerome.....	131	52	401	119	98	3	654
St. Joseph d'Alma.....	3	7	162	4	1	.....	273
Shawinigan Falls.....	291	16	960	318	268	.....	1,418
Sherbrooke.....	438	99	877	566	286	41	663
Sorel.....	53	6	1,054	28	13	.....	2,417
Thetford Mines.....	53	53	426	111	51	.....	639
Three Rivers.....	144	61	1,264	312	88	8	2,489
Val d'Or.....	1,875	513	238	107	87	.....	219

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
JANUARY 2, TO JANUARY 29, 1948—Continued**

(SOURCE U.I.C. 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Valleyfield.....	124	37	461	143	97		867
Victoriaville.....	65	15	241	67	65		421
Ontario	29,915	15,535	52,859	29,249	14,744	2,880	51,964
Arnprior.....	81	38	191	197	207	9	106
Barrie.....	153	18	307	188	144		265
Belleville.....	179	64	375	241	86		469
Bracebridge.....	79	17	233	109	76		207
Brampton.....	64	89	113	52	39		116
Brantford.....	582	323	937	535	335	22	649
Brockville.....	96	13	213	104	77	10	263
Carleton Place.....	35	15	71	30	26		103
Chatham.....	199	61	788	206	98	52	972
Cobourg.....	57	18	153	67	47	4	154
Collingwood.....	19	16	261	24	11		367
Cornwall.....	515	114	941	521	305	43	1,273
Dunnville.....	21	16	75	26	13		142
Fergus.....	33	27	57	26	24		42
Fort Erie.....	55	8	140	58	42	3	266
Fort Frances.....	104	49	155	94	78	7	123
Fort William.....	317	158	670	321	255	5	668
Galt.....	315	340	277	117	68		215
Gananoque.....	41	4	115	41	18	21	140
Goderich.....	48	37	106	23	19		219
Guelph.....	303	147	572	380	166		359
Hamilton.....	2,150	1,129	4,353	3,138	1,001	417	3,736
Hawkesbury.....	35	25	187	38	16	9	460
Ingersoll.....	73	62	133	100	69	2	86
Kapuskasing.....	49	43	42	16	13	1	34
Kenora.....	59	130	98	29	46		149
Kingston.....	388	72	911	464	262	39	995
Kirkland Lake.....	427	153	662	377	201	36	442
Kitchener-Waterloo.....	626	447	611	546	288	19	402
Leamington.....	112	28	277	101	34		352
Lindsay.....	74	39	205	80	30	12	294
Listowel.....	32	37	74	41	18		102
London.....	1,368	732	2,861	1,868	863	131	1,552
Midland.....	44	26	263	73	16	10	474
Napanee.....	13	2	98	16	15		226
Newmarket.....	53	39	153	42	18		248
New Toronto.....	436	170	977	359	279	9	899
Niagara Falls.....	205	56	535	235	133	16	713
North Bay.....	253	86	433	253	163	19	293
Orillia.....	141	48	369	156	57	35	569
Oshawa.....	466	157	1,120	631	352	23	1,601
Ottawa.....	1,455	568	2,875	1,227	522	184	3,898
Owen Sound.....	177	65	459	173	81	12	516
Parry Sound.....	20		121	20	14		229
Pembroke.....	363	97	455	325	207	7	175
Perth.....	141	40	230	139	95	22	155
Peterborough.....	270	66	838	359	196		836
Pictou.....	27	16	105	34	14	2	223
Port Arthur.....	886	262	819	460	514		653
Port Colborne.....	64	20	245	67	45	11	370
Port Hope.....	55	30	83	61	35	3	53
Prescott.....	9	25	151	12	7		199
Renfrew.....	54	21	174	88	30		197
St. Catharines.....	417	115	1,337	463	266	1	1,598
St. Thomas.....	116	64	298	124	54	17	329
Sarnia.....	205	70	806	230	139		1,120
Sault Ste. Marie.....	417	200	451	271	177		346
Simcoe.....	35	140	200	45	20	2	296
Smiths Falls.....	127	34	212	170	80	5	228
Stratford.....	252	98	322	303	112	90	228
Sturgeon Falls.....	22	1	140	36	26		195
Sudbury.....	710	469	940	562	281	72	918
Tillsonburg.....	14	6	76	10	8		66
Timmins.....	511	186	822	481	324	28	776
Toronto.....	11,686	7,243	14,986	9,532	4,545	1,253	10,857
Trenton.....	130	41	260	186	129	17	368
Walkerton.....	33	27	103	40	17		173
Wallaceburg.....	25	22	227	21	9	6	333
Welland.....	257	213	557	291	192	12	623
Weston.....	261	67	338	278	117		267
Windsor.....	690	107	3,310	1,128	359	182	4,773
Woodstock.....	186	169	307	190	121		215
Manitoba	4,509	1,616	11,298	5,233	1,987	1,123	12,390
Brandon.....	294	159	599	305	183		743
Dauphin.....	70	11	235	101	38	13	260
Flin Flon.....	102	33	161	98	56	15	77

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
JANUARY 2, TO JANUARY 29, 1948—Concluded**

(SOURCE U.I.C. 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Portage la Prairie.....	85	52	320	102	54	5	505
Selkirk.....	6	32	124	4	3	.....	1 208
The Pas.....	36	25	88	29	19	1	96
Winnipeg.....	3,916	1,304	9,771	4,594	1,634	1,089	10,501
Saskatchewan.....	1,827	743	5,771	2,311	883	312	8,279
Estevan.....	36	12	87	24	25	2	102
Moose Jaw.....	161	69	628	223	80	31	862
North Battleford.....	54	17	238	59	37	.....	451
Prince Albert.....	163	87	598	234	78	2	872
Regina.....	665	173	1,879	980	336	181	2,299
Saskatoon.....	570	227	1,499	636	238	96	2,356
Swift Current.....	38	34	230	29	8	.....	447
Weyburn.....	40	14	159	52	32	.....	272
Yorkton.....	100	110	453	74	49	.....	618
Alberta.....	5,091	1,257	9,597	5,529	3,375	527	8,937
Blairmore.....	16	8	61	10	10	.....	83
Calgary.....	1,463	459	3,145	1,709	827	241	3,657
Drumheller.....	42	10	155	33	33	.....	165
Edmonton.....	2,888	514	4,937	3,206	2,008	264	3,670
Edson.....	316	116	172	160	234	.....	41
Lethbridge.....	171	39	683	189	123	19	835
Medicine Hat.....	82	44	235	104	48	3	349
Red Deer.....	113	67	209	118	92	.....	137
British Columbia.....	7,271	1,856	21,702	7,786	4,296	792	29,713
Chilliwack.....	63	16	297	55	51	.....	707
Courtenay.....	15	13	478	11	5	.....	653
Cranbrook.....	24	10	230	33	16	.....	313
Dawson Creek.....	116	43	124	100	91	.....	73
Duncan.....	76	30	275	79	57	2	305
Kamloops.....	28	9	270	15	14	.....	386
Kelowna.....	34	4	379	37	23	4	793
Nanaimo.....	49	95	256	70	27	4	403
Nelson.....	41	16	206	47	29	.....	398
New Westminster.....	477	146	1,805	562	286	29	3,268
North Vancouver.....	697	51	1,001	673	640	.....	788
Penticton.....	38	22	420	36	9	5	814
Port Alberni.....	166	36	391	171	92	4	337
Prince George.....	713	107	721	721	664	6	158
Prince Rupert.....	105	9	261	111	87	5	622
Princeton.....	39	13	87	36	32	2	67
Trail.....	48	21	250	63	46	.....	331
Vancouver.....	3,596	886	12,082	4,004	1,628	593	16,421
Vernon.....	58	23	362	46	32	7	711
Victoria.....	807	284	1,663	832	406	130	2,015
Whitehorse.....	81	22	144	84	61	1	150
Canada.....	68,208	34,410	151,529	67,681	31,302	7,041	186,750
Males.....	42,361	18,291	107,610	40,937	23,329	3,182	142,878
Females.....	25,847	16,119	43,919	26,744	10,973	3,859	43,872

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1938-1948

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1938.....	584,727	197,937	782,664	275,338	106,957	382,295
1939.....	579,645	208,327	787,972	270,020	114,862	384,882
1940.....	653,445	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,480	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1947 (4 weeks).....	120,180	41,952	162,132	39,433	17,706	57,139
1948 (4 weeks).....	107,610	43,919	151,529	26,511	14,832	41,343

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, JANUARY 3 TO DECEMBER 31, 1947

Industry	Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements	
	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual
Agriculture.....	1,251	1,043	7	1,143	713	11	1,436	848	3	4,680	2,037	72*	15,192	7,783	769					
Fishing, Hunting and Trapping.....	11	9		32	12		31	19	4	6	1		47	14						
Forestry and Logging.....	28	6		1,735	980	43	7,014	1,693		62,883	5,640	1	45,249	10,858	35					
Mining.....				692	655		470	425	4	7,467	3,219	27	14,486	7,989	7					
Metallic Ores and Prospecting.....				41	32		3	3	3	4,640	2,052		13,296	7,479	2					
Coal.....				609	601		434	399	1	90	54		2	2						
Oil, Gas Wells, Quarrying.....				42	22		33	26		2,737	1,113	27	1,188	505	7					
Manufacturing.....	525	389	50	9,052	5,821	155	5,992	3,554	143	117,306	51,131		242,613	102,132	2,878					
Food and Kindred Products.....	320	223	37	2,465	1,200	100	1,249	713	20	12,103	4,883	25	40,064	14,690	410					
Textiles, apparel, etc.....	5	3		1,306	506	2	1,447	238	13	38,021	14,638	46	41,322	11,635	229					
Lumber and Finished Lumber Products.....	20	13		555	358		1,757	987	13	9,910	5,688	40	17,003	7,312	507					
Pulp, Paper Products and Printing.....	40	19	10	411	204	11	870	571	24	10,316	7,733	128	19,637	7,738	287					
Chemical and Allied Products.....	109	104	3	126	90		303	177	34	9,111	2,413	9	9,048	4,136	172					
Products of Petroleum and Coal.....				4	1		13	12		1,084	565		1,650	912	12					
Rubber Products.....	4	4		6	7		37	6		2,491	1,239	7	3,874	1,911	25					
Leather and its Products.....				11	6		37	24		4,800	1,984		6,280	3,355	135					
Stone, Clay and Glass Products.....	9	6		180	144		204	125	2	3,050	1,509	10	23,942	12,393	363					
Iron and Steel and their Products.....	9	9		808	724	3	613	364	12	6,213	3,019	1	23,942	12,393	363					
Non-ferrous Metal Products.....				40	35		20	14		2,720	2,889		12,066	6,260	98					
Machinery.....	4	3		38	43		53	26	3	7,328	3,845	9	35,245	16,943	352					
Transportation Equipment.....	5	4		3,064	2,405	32	324	250	22	8,018	4,332	3	14,692	9,002	132					
Miscellaneous.....				20	8		79	47		3,135	1,373		8,840	3,855	123					
Construction.....	749	530	47	5,821	4,119	118	8,968	4,921	269	51,500	23,346	151	82,252	45,609	1,241					
Public Utilities Operation.....	271	227	3	2,605	1,417	597	3,896	2,682	283	21,027	9,326	326	39,868	18,477	1,291					
Heat, Light and Power.....	18	17		32	66		133	86		2,078	703		6,906	2,994	58					
Transportation and Storage.....	216	178	2	2,237	1,149	590	3,554	2,484	283	17,565	8,084	310	29,626	14,597	1,216					
Communications.....	37	32	1	276	202	7	209	112		1,384	539	15	3,336	886	17					
Trade.....	592	404	62	5,668	3,064	343	5,087	2,471	322	27,371	12,415	116	79,210	31,512	3,557					
Finance and Insurance.....	65	39	1	539	252	7	363	188	21	3,769	1,873	8	12,330	4,272	118					
Services.....	1,632	976	137	10,490	4,799	2,001	8,045	3,130	1,604	67,710	23,015	9,349	140,995	48,732	21,820					
Professional and Public.....	418	269	36	2,909	1,848	164	2,247	1,311	132	14,246	7,005	93	38,562	16,788	1,253					
Recreational.....	39	11	16	259	107	45	321	118	26	1,806	761	29	4,527	1,980	270					
Business.....	11	6		214	117	4	134	44	28	1,286	535	4	3,896	1,503	59					
Domestic.....	641	266	120	3,288	509	6	1,715	2,536	1,302	23,386	3,578	8,807	36,539	5,376	18,755					
Personal other than Domestic.....	66	47	3	565	346	6	376	180	5	4,395	1,614	5	8,972	2,990	83					
Hotels and Restaurants.....	447	260	4	2,580	1,460	22	1,809	887	84	15,692	6,872	22	34,091	14,572	433					
All Others.....	60	37	4	695	412	45	622	326	27	6,899	2,650	389	14,408	5,523	967					
Totals.....	5,174	3,553	357	37,777	21,832	3,275	40,602	19,931	2,653	363,913	141,003	10,994	672,242	277,428	31,716					
Men.....	3,344	2,451	243	25,128	15,778	1,956	31,363	16,163	1,356	265,782	110,418	1,530	449,460	207,609	15,113					
Women.....	1,830	1,102	114	12,649	6,054	1,319	9,239	3,768	1,297	98,131	30,585	9,464	222,782	69,819	16,603					

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, JANUARY 3 TO DECEMBER 31, 1947—Continued

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada	
	Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements	
	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual
Agriculture	6,124	118	3,698	36	9,046	15	3,285	83	48,771	29,922	1,771							
Fishing, Hunting and Trapping	61	.....	14	9	38	7	65	38	1	305	150	5						
Forestry and Logging	2,573	778	3	766	5,770	3,500	1	24,600	8,009	16	150,618	31,843	107					
Mining	2,620	1,636	2	345	5,166	2,804	6	6,660	3,468	2	37,876	20,343	50					
Metallic Ores and Prospecting.....	2,445	1,559	.....	31	1,375	856	.....	5,063	2,933	.....	26,894	14,971	3					
Coal.....	2,427	8	.....	151	2,940	1,414	.....	5	4,957	2,717	6							
Oil, Gas Wells, Quarrying.....	148	69	.....	133	851	534	1	893	347	2	6,025	2,655	41					
Manufacturing	18,671	1,905	4,871	2,600	12,787	7,959	452	40,323	22,734	1,152	452,348	208,061	7,402					
Food and Kindred Products.....	2,476	341	2,833	1,401	5,332	3,377	228	7,105	3,854	175	76,752	32,826	1,536					
Textiles, apparel, etc.....	4,534	1,723	1,113	39	32,905	4,413	15	1,298	695	78	87,632	29,971	1,882					
Lumber and Missed Lumber Products.....	2,308	845	578	331	3,611	2,292	82	14,113	8,099	172	99,855	25,922	1,716					
Pulp, Paper Products and Printing.....	1,477	792	231	119	4,675	421	42	3,246	1,329	35	37,212	16,969	1,216					
Chemical and Allied Products.....	470	267	66	189	119	58	11	663	338	28	16,144	7,768	325					
Products of Petroleum and Coal.....	181	99	13	113	182	59	.....	312	146	56	3,476	1,905	72					
Rubber Products.....	4	.....	5	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
Leather and its Products.....	318	146	94	11	24	23	.....	292	170	.....	3,197	34	.....				
Stone, Clay and Glass Products.....	300	197	77	365	1,207	722	41	868	569	43	12,973	6,732	328					
Iron and Steel and their Products.....	1,302	880	28	.....	2,276	156	.....	1,304	1,349	82	35,083	18,793	503					
Non-ferrous Metal Products.....	419	201	121	33	501	113	3	2,641	2,303	9	21,283	10,938	251					
Machinery.....	713	396	99	134	344	179	19	1,083	666	34	44,962	22,189	542					
Transportation Equipment.....	700	371	47	27	14	273	113	2	6,859	3,232	419	33,662	19,843	958				
Miscellaneous.....	473	244	3	48	54	36	1	409	195	5	13,058	5,788	158					
Construction	7,463	4,555	235	7,201	4,204	334	14,739	9,945	411	23,021	14,595	409	201,014	117,824	3,215			
Public Utilities Operation	7,496	4,218	761	4,704	2,461	587	4,638	2,737	335	12,532	7,891	518	97,037	49,136	4,691			
Heat, Light and Power.....	8,337	511	7	205	82	29	1,112	826	6	593	1,112	10	11,048	5,369	111			
Transportation and Storage.....	6,661	3,841	753	4,294	1,993	550	3,153	1,736	308	1,160	7,155	480	78,466	41,217	4,489			
Communications.....	324	158	86	8	373	175	14	779	360	28	6,923	2,550	91					
Trade	15,279	6,895	3,222	9,842	4,601	1,734	10,834	6,097	1,404	19,993	11,330	1,381	174,076	78,849	13,041			
Finance and Insurance	1,838	899	103	750	321	34	1,966	588	37	2,881	1,368	74	23,601	9,800	403			
Services	28,940	7,778	11,970	18,367	6,335	4,734	28,055	10,700	7,284	46,847	18,781	11,111	351,431	134,176	70,060			
Professional and Public.....	8,397	3,091	2,149	4,285	2,274	187	6,074	3,714	192	15,623	9,121	2,785	92,711	45,431	6,991			
Recreational.....	1,092	334	243	754	179	309	925	391	251	816	413	40	10,539	4,294	1,232			
Business.....	476	243	17	310	1,102	469	565	293	13	7,994	3,311	7	9,934	3,311	712			
Domestic.....	10,617	827	8,609	744	4,885	744	1,928	6,092	1,062	12,495	1,062	7,862	104,071	13,728	56,190			
Personal other than Domestic.....	1,409	539	78	757	362	34	1,402	762	24	2,269	1,165	12	20,211	8,005	250			
Hotels and Restaurants.....	5,057	1,854	729	4,241	1,820	116	6,491	3,112	111	11,432	4,914	69	81,840	35,751	1,850			
All Others.....	1,952	890	145	3,125	855	1,038	2,357	1,150	153	3,647	1,813	327	33,765	13,656	3,095			
Totals	91,079	39,831	18,319	53,444	24,455	7,849	92,139	51,597	180,407	90,564	14,647	1,536,777	670,104	99,745				
Men.....	54,046	27,271	7,788	35,595	17,385	4,292	63,155	38,899	4,312	132,261	69,212	7,600	1,060,134	505,186	44,190			
Women.....	37,033	12,560	10,531	17,849	7,070	3,557	28,984	12,608	5,623	48,146	21,352	7,047	476,643	164,918	55,555			

E—Unemployment Insurance

TABLE E-1.—SUMMARY OF REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS FROM APRIL 1, 1947 TO JANUARY 31, 1948

Regions	April 1/46-Jan. 31/47		April 1/47-Jan. 31/48	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	13,866	237,124	14,338	246,441
Quebec.....	47,222	879,076	49,212	912,388
Ontario.....	66,297	1,160,504	69,645	1,317,333
Prairie.....	34,317	478,993	34,634	493,862
Pacific.....	19,628	321,467	20,733	336,783
Total for Canada.....	181,330	3,077,164	188,562	3,306,807

TABLE E-2.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO JANUARY, 1948

—	1942	1943	1944	1945	1946	1947	1948
January.....		4,637	11,751	20,412	71,932	63,681	109,311*
February.....	663	4,822	12,284	14,990	59,098	47,141	
March.....	4,124	5,046	10,667	13,307	50,706	43,675	
April.....	2,925	3,953	6,463	8,430	35,781	35,859	
May.....	2,799	2,027	4,654	8,825	34,777	27,603	
June.....	4,629	1,772	3,226	10,857	30,646	21,365	
July.....	2,668	1,087	3,106	10,886	27,576	20,034	
August.....	1,855	1,370	3,241	20,557	25,115	17,281	
September.....	1,118	1,013	3,715	40,473	28,555	25,847	
October.....	1,058	1,475	6,222	36,717	34,891	34,743	
November.....	1,748	2,896	11,798	53,325	37,111	47,372	
December.....	3,337	6,562	13,770	57,612	52,479	79,849	
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	109,311

* Includes 9,007 Revised claims.

TABLE E-3.—CLAIMS FOR BENEFIT BY PROVINCES

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Prince Edward Island.....	829	615	155	59	657	165	6	371
Nova Scotia.....	7,511	5,050	1,760	701	5,017	1,550	98	2,928
New Brunswick.....	3,944	2,788	862	294	2,963	853	39	1,744
Quebec.....	27,357	19,926	4,952	2,479	17,778	6,675	321	16,261
Ontario.....	39,609	27,440	9,691	2,478	26,228	6,140	341	15,116
Manitoba.....	6,808	4,555	1,404	849	4,770	1,529	101	2,829
Saskatchewan.....	4,135	3,022	618	495	2,887	1,283	68	1,600
Alberta.....	5,177	3,791	833	553	3,593	991	60	2,257
British Columbia.....	13,941	10,386	2,456	1,099	10,514	2,576	139	7,133
Total, Canada, January, 1948	109,311	77,573	22,731	9,007	74,407	21,762(1)	1,173	50,269
Total, Canada, December, 1947	79,849	56,670	16,908	6,271	46,846	15,784(2)	1,001	38,808
Total, Canada January, 1947 ..	71,773	48,678	15,003	8,092	52,388	15,164(3)	1,574	29,475

(1) In addition, there were 508 special requests not granted. (Includes such requests as ante-dating, extension of two-year period and cancellation of benefit year).

(2) In addition, there were 256 special requests not granted in December, 1947.

(3) Number of special requests for January, 1947, not available.

TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT

Chief Reasons for Non-Entitlement	Month of January 1947	Month of January 1948	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	7,692	10,768	46,144
Not capable of and not available for work.....	489	757	5,841
Loss of work due to a labour dispute.....	15	8	2,943
Refused offer of work and neglected opportunity to work.....	1,450	1,569	18,598
Discharged for misconduct.....	684	733	3,285
Voluntarily left employment without just cause.....	3,345	4,368	26,357
Other reasons (1).....	488	3,559	13,352
Total.....	15,149	21,762	116,520

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE E-5.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, JANUARY, 1948

Province	Number Receiving Benefit During Month	Number Com-mencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in Dollars)
Prince Edward Island.....	926	564	17,455	32,116
Nova Scotia.....	8,919	3,576	173,708	360,081
New Brunswick.....	3,606	1,959	66,493	132,247
Quebec.....	31,701	15,681	664,589	1,220,340
Ontario.....	30,606	19,342	469,279	937,182
Manitoba.....	6,865	3,871	123,874	244,614
Saskatchewan.....	4,276	2,430	82,152	163,911
Alberta.....	4,624	2,510	85,030	173,635
British Columbia.....	14,844	7,832	317,269	660,515
Total, Canada, January, 1948.....	106,367	57,765	1,999,849	3,924,641
Total, Canada, December, 1947.....	69,097	36,543	1,315,282	2,544,796
Total, Canada, January 1947.....	92,837	46,478	2,022,102	4,006,529

TABLE E-6.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF JANUARY 31, 1948

Province and Sex	Number of Days Continuously on the Register						
	TOTAL	6 and under	7-12	13-24	25-48	49-72	73 and over
Prince Edward Island.....	1,293	367	131	287	301	95	112
Male.....	1,079	301	114	249	255	70	90
Female.....	214	66	17	38	46	25	22
Nova Scotia.....	11,186	2,621	1,291	1,847	1,896	1,028	2,503
Male.....	9,898	2,377	1,121	1,591	1,716	899	2,194
Female.....	1,288	244	170	256	180	129	309
New Brunswick.....	5,507	1,565	678	964	1,179	510	611
Male.....	4,498	1,311	549	772	997	417	452
Female.....	1,009	254	129	192	182	93	159
Quebec.....	41,408	10,897	6,050	7,087	9,138	3,721	4,515
Male.....	33,243	9,113	5,071	6,001	7,722	2,769	2,567
Female.....	8,165	1,784	979	1,086	1,416	952	1,948
Ontario.....	44,677	17,928	8,058	5,781	6,064	2,904	3,942
Male.....	36,654	15,456	7,168	4,571	5,076	2,110	2,273
Female.....	8,023	2,472	890	1,210	988	794	1,669
Manitoba.....	8,494	2,062	924	1,967	1,796	849	896
Male.....	6,132	1,431	609	1,255	1,506	690	641
Female.....	2,362	631	315	712	290	159	255
Saskatchewan.....	5,799	1,367	629	1,219	1,502	717	365
Male.....	4,647	1,068	477	892	1,315	619	276
Female.....	1,152	299	152	327	187	98	89
Alberta.....	6,754	2,444	735	1,114	1,241	686	534
Male.....	5,567	2,129	573	827	1,041	570	427
Female.....	1,187	315	162	287	200	116	107
British Columbia.....	20,142	4,342	2,674	3,766	4,384	2,451	2,525
Male.....	15,383	3,227	2,044	2,731	3,443	1,902	2,036
Female.....	4,759	1,115	630	1,035	941	549	489
TOTAL.....	145,260	43,593	21,170	24,032	27,501	12,961	16,003
MALE.....	117,101	36,413	17,726	18,889	23,071	10,046	10,956
FEMALE.....	28,159	7,180	3,444	5,143	4,430	2,915	5,047

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JANUARY 31, 1948

Fiscal Year Ended March 31	CONTRIBUTIONS (Gross less refunds)										RECEIPTS			DISBURSEMENTS		Balance in Fund
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fines	Interest on Investments and Profit on sale of Securities	Total Revenue	Benefit Payments							
1942.....	\$ 22,436,001 56	\$ 7,209,058 48	\$ 6,790,549 01	\$ 36,435,609 05	\$ 7,287,121 81		\$ 269,268 74	\$ 43,991,999 60	\$ 27,752 92			\$ 43,964,246 68				
1943.....	30,408,651 15	13,645,258 63	13,380,741 65	57,434,651 43	11,487,057 90	698 11	1,840,448 56	70,762,796 00	716,012 75			114,011,029 83				
1944.....	31,565,232 54	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29			190,327,941 19				
1945.....	32,784,177 12	11,926,369 85	19,018,308 47	63,728,855 44	12,746,179 30	2,041 02	6,195,925 42	82,673,002 18	4,966,483 51			268,034,459 86				
1946.....	34,964,786 96	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,983,240 34			317,240,660 34				
1947.....	41,042,425 28	11,500,028 37	23,472,577 26	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18			372,878,625 64				
April.....	* 1,290 87	* Nil	1,215,905 78	1,217,196 65	245,138 59	330 00	726,884 54	2,189,549 78	3,778,228 88			371,289,946 54				
May.....	3,286,771 69	981,289 50	2,431,448 83	6,699,510 12	1,338,912 01	945 00	736,055 79	8,775,422 92	3,069,701 95			376,995,667 51				
June.....	3,383,750 49	999,238 62	2,139,308 45	6,522,347 56	1,304,195 64	372 00	741,927 29	8,568,842 49	2,150,454 06			383,414,055 94				
July.....	3,272,300 86	1,000,375 70	2,234,707 63	6,507,384 19	1,296,397 63	540 00	750,195 24	8,554,517 06	1,953,664 08			390,014,908 92				
August.....	3,611,119 91	1,070,486 19	2,346,752 66	7,028,388 76	1,411,043 81	520 00	763,312 88	9,203,235 45	-1,512,586 95			397,705,557 42				
September.....	3,594,843 79	976,282 44	2,370,586 90	6,941,713 13	1,388,880 96	110 00	777,736 65	9,108,140 74	1,505,799 01			405,307,899 15				
October.....	3,590,455 51	1,027,407 75	2,409,689 89	7,027,583 15	1,405,133 12	385 00	810,118 91	9,243,190 18	1,543,042 99			413,008,046 84				
November.....	3,960,341 42	1,098,428 60	3,177,373 60	8,236,143 62	1,647,881 02	287 16	815,562 96	10,699,874 76	1,552,070 11			422,155,850 99				
December.....	3,574,174 04	1,071,685 91	3,177,388 89	7,823,198 84	1,864,092 66	296 72	834,850 94	10,222,439 16	2,541,539 07			429,836,751 08				
January.....	3,390,110 27	1,081,629 51	3,557,432 80	8,029,172 58	895,166 98	610 00	843,153 81	9,768,103 37	3,922,418 30			435,682,436 15				
Sub Total.....	31,665,158 85	9,306,824 22	25,060,595 53	66,032,578 60	12,496,542 42	4,395 88	7,799,799 01	86,333,315 91	23,529,505 40			435,682,436 15				
GRAND TOTAL.....	224,866,433 46	77,609,802 55	121,457,864 08	423,934,100 09	84,078,559 41	14,522 77	33,724,244 27	541,751,426 54	106,008,990 39			435,682,436 15				

(1) The column for "Bulk" includes Miscellaneous \$1,756.89 and Contributions for Armed Service \$21,938,002.58.

(2) The column "Interest on Investments and Profit on Sale of Securities" represents—

(a) The exact amount of interest earned for each completed fiscal year and the approximate amount for each month in the current year;

(b) Profit on sale of securities taken into account at the end of each year only.

(3) April receipts for Stamps and Meter and the proportionate Government Contributions for these items were included with figures for March 1947.

(4) During the current month, funds appropriated under vote 116, Government Contribution to the Unemployment Insurance Fund was exhausted. The outstanding amount owing to the Fund as at January 31 was \$710,896.42.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February.....	18.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March.....	19.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May.....	21.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
June.....	22.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
August.....	24.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1
September.....	24.5	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
November.....	26.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3
December.....	26.1	127.1	146.4	113.4	109.2	131.2	129.4	114.1	137.2
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February.....	26.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9
March.....	27.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.2
May.....	32.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June.....	33.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
August.....	35.5	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2
September.....	38.3	139.4	165.3	117.8	121.1	152.0	147.4	117.5	154.7
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
November.....	42.5	143.6	173.6	119.9	122.6	157.0	151.4	118.2	160.6
December.....	44.8	146.0	178.7	119.9	120.3	159.3	154.9	119.8	164.4
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
February.....	48.9	150.1	186.1	119.9	120.1	165.1	159.9	122.8	170.0

*For the period 1914 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef						Pork			
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.	Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	Bacon, side, fancy, sliced, rind-on, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	55·6	51·0	48·2 ^c	36·2	33·4	.....	.....	56·8	.....	70·0
Nova Scotia—										
2—Halifax.....	55·6	50·8	48·2 ^c	33·6	31·2	25·3	51·6	52·9	40·7	64·5
3—New Glasgow.....	56·0	52·6	51·1 ^c	34·8	30·6	.....	54·4	57·5	46·7	73·1
4—Sydney.....	61·9	54·9	43·0	36·8	36·2	.....	56·0	57·5	.....	71·7
5—Truro.....	53·8	49·2	49·0	32·0	32·0	.....	.....	54·2	38·6	68·1
New Brunswick—										
6—Fredericton.....	56·0	50·5	50·7	34·6	32·3	36·3	51·0	50·2	37·3	66·6
7—Moncton.....	57·3	52·5	53·1	35·0	33·3	43·0	52·0	56·3	41·5	72·1
8—Saint John.....	56·4	52·0	48·5 ^c	33·1	30·6	34·2	51·7	55·6	42·2	69·7
Quebec—										
9—Chicoutimi.....	58·3	54·0	54·7	41·0	32·0	.....	53·7	53·4	46·0	76·7
10—Hull.....	48·8	47·7	47·2	33·0	30·8	37·5	50·0	48·3	37·7	63·6
11—Montreal.....	54·3	50·2	50·1 ^c	31·9	28·7	34·6	52·2	46·7	39·2	69·0
12—Quebec.....	56·7	52·6	52·6 ^c	34·1	28·1	37·1	50·9	45·9	38·5	64·3
13—St. Hyacinthe.....	46·2	44·0	44·5	32·5	26·7	33·3	46·3	51·6	40·2	64·5
14—St. Johns.....	54·7	52·3	48·7 ^c	35·7	33·0	.....	50·3	47·0	41·7	66·8
15—Sherbrooke.....	55·3	51·8	46·5 ^c	31·4	28·6	42·0	50·3	51·9	40·7	65·9
16—Sorel.....	53·3	47·6	48·3	31·6	30·6	.....	.....	50·0	40·7	66·0
17—Thetford Mines.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
18—Three Rivers.....	52·3	48·1	45·5 ^c	34·9	28·9	36·7	.....	48·5	38·5	66·1
Ontario—										
19—Belleville.....	51·6	50·0	51·0	33·8	31·0	.....	52·3	51·2	40·3	69·5
20—Brantford.....	52·3	49·1	50·7	34·0	31·4	36·8	52·2	54·7	38·1	68·1
21—Brockville.....	56·0	52·3	54·7	35·7	32·1	.....	52·7	52·9	40·1	67·7
22—Chatham.....	53·2	49·7	51·4	34·6	31·5	41·3	51·5	54·3	40·9	67·1
23—Cornwall.....	54·7	51·3	52·7	35·1	33·9	40·3	56·0	51·9	43·1	69·8
24—Fort William.....	52·3	49·3	51·0	33·4	29·9	.....	53·8	55·6	45·5	69·7
25—Galt.....	54·6	51·0	49·7	33·0	31·4	.....	53·3	57·5	43·0	71·7
26—Guelph.....	53·7	51·4	51·7	35·7	32·7	42·3	54·7	54·3	38·0	70·4
27—Hamilton.....	54·7	51·8	52·7	35·8	33·2	41·4	55·7	56·5	39·1	68·9
28—Kingston.....	52·6	48·6	50·1	32·9	30·5	.....	52·0	52·5	37·1	67·3
29—Kitchener.....	53·9	50·5	52·0	35·1	31·6	40·7	52·9	56·1	38·4	70·6
30—London.....	52·9	50·5	51·0	35·2	31·8	38·1	52·3	53·5	37·3	67·0
31—Niagara Falls.....	51·7	49·7	51·0	32·2	29·7	.....	54·2	56·1	40·3	70·1
32—North Bay.....	52·8	49·7	51·0	32·3	30·7	.....	51·7	50·0	37·7	68·6
33—Oshawa.....	51·9	50·9	50·6	34·4	31·5	38·5	.....	53·0	36·1	68·2

COAL AND RENTALS BY CITIES, FEBRUARY, 1948

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A", large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Roll'd oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	28-5	32-1	56-0	15-0	73-7	29-9	9-3	6-5	9-5	14-5
Nova Scotia—										
2—Halifax.....	29-1	32-0	55-2	17-0	73-9	29-6	9-6	6-6	11-6	14-6
3—New Glasgow.....	29-0	31-7	59-0	17-0	73-9	29-3	9-7	.....	8-8	14-8
4—Sydney.....	29-0	32-1	62-7	18-0	73-9	30-6	9-3	6-6	10-6	14-2
5—Truro.....	30-0	30-8	56-8	16-2	73-9	29-5	9-4	6-4	10-2	14-8
New Brunswick—										
6—Fredericton.....	29-5	31-5	55-8	17-0	74-0	29-2	10-0	6-2	9-0	14-8
7—Moncton.....	29-3	32-0	58-4	17-0	73-8	30-7	9-3	6-4	10-7	14-5
8—Saint John.....	28-5	32-2	58-3	18-0	74-0	30-1	9-3	6-4	9-1	14-6
Quebec—										
9—Chicoutimi.....	30-3	.....	60-3	17-0	72-7	28-8	10-0	6-5	.....	13-7
10—Hull.....	27-8	30-0	53-1	17-0	71-1	27-0	8-5	5-9	10-0	12-1
11—Montreal.....	29-7	31-9	54-6	17-6	72-0	28-2	8-4	6-0	10-2	13-9
12—Quebec.....	29-1	31-5	56-4	16-8	71-0	28-8	8-1	6-1	9-8	14-0
13—St. Hyacinthe.....	28-9	31-0	54-3	16-0	72-4	28-0	7-6	6-1	10-2	13-3
14—St. Johns.....	30-0	32-0	56-9	16-0	73-0	29-3	7-3	6-5	10-6	14-8
15—Sherbrooke.....	28-5	32-0	57-3	17-0	72-8	29-1	9-5	6-3	9-9	13-9
16—Sorel.....	29-0	30-1	55-0	16-0	71-7	28-2	7-7	6-3	10-1	14-1
17—Thetford Mines.....	30-5	30-7	53-3	16-0	72-7	26-9	7-5	6-1	9-0	14-7
18—Three Rivers.....	28-5	29-9	54-4	17-0	71-3	27-9	7-9	6-1	9-7	13-6
Ontario—										
19—Belleville.....	28-7	31-1	52-2	17-0	72-6	27-0	8-9	6-2	9-6	12-5
20—Brantford.....	27-2	30-8	52-9	17-0	72-0	27-2	9-1	6-1	10-1	13-5
21—Brockville.....	28-3	30-3	54-7	17-0	72-4	27-6	8-7	6-5	10-5	13-4
22—Chatham.....	27-7	31-4	51-0	17-0	72-7	26-0	9-2	6-3	9-0	13-9
23—Cornwall.....	27-9	30-9	52-1	17-0	72-7	27-1	7-8	6-3	9-2	13-4
24—Fort William.....	27-2	29-9	57-2	18-0	72-2	28-8	9-3	6-1	9-6	13-0
25—Galt.....	27-9	31-0	52-7	17-0	72-7	27-2	9-3	6-1	10-1	13-5
26—Guelph.....	27-5	30-6	52-8	17-0	72-7	26-5	8-9	6-1	10-0	13-4
27—Hamilton.....	27-7	31-1	53-4	18-0	72-7	27-2	8-9	6-0	10-3	13-5
28—Kingston.....	27-3	30-8	55-9	17-0	72-0	27-5	8-9	6-1	10-4	14-1
29—Kitchener.....	27-7	31-0	52-0	17-0	72-8	26-7	9-1	6-1	9-7	13-3
30—London.....	27-3	30-6	51-7	17-0	72-7	26-7	9-3	5-8	10-3	13-6
31—Niagara Falls.....	27-6	30-7	55-1	17-5	72-8	28-4	8-7	6-4	10-0	14-0
32—North Bay.....	28-1	31-6	58-9	18-0	72-1	28-0	9-3	6-4	10-5	14-2
33—Oshawa.....	27-4	30-5	54-9	17-0	72-3	26-5	8-9	6-2	9-6	14-0

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	23.7	18.6	22.5	15.4	9.4	45.3	21.0	25.1	46.1	63.6	52.6
Nova Scotia—											
2—Halifax.....	27.8	18.7	21.7	15.5	8.5	58.7	19.4	20.5	41.4	52.7	54.7
3—New Glasgow.....	25.2	18.0	20.5	15.6	8.5	59.0	22.1	22.5	42.3	56.1	54.1
4—Sydney.....	29.2	18.4	21.7	16.1	9.1	63.1	21.6	24.4	47.0	65.6	53.4
5—Truro.....	26.7	17.5	22.9	15.5	8.2	56.6	21.4	20.7	37.9	59.1	55.4
New Brunswick—											
6—Fredericton.....	30.3	19.6	25.7	15.7	8.6	51.3	17.7	22.4	43.5	60.0	51.7
7—Moncton.....	25.6	18.9	23.6	14.4	9.3	54.4	17.6	24.0	39.6	53.9	53.7
8—Saint John.....	29.0	18.1	24.6	14.9	8.9	55.1	17.9	22.0	44.8	46.7	52.5
Quebec—											
9—Chicoutimi.....	27.9	17.7	26.0	15.1	10.3	65.4	15.3	23.0	53.8	59.0	55.0
10—Hull.....	25.6	16.3	23.2	14.5	8.9	62.4	19.3	21.7	34.2	44.0	50.6
11—Montreal.....	23.9	18.3	23.0	14.5	10.0	59.9	21.3	22.5	38.8	43.1	50.3
12—Quebec.....	25.2	19.2	24.5	14.4	9.4	58.3	21.5	23.4	39.3	49.8	51.5
13—St. Hyacinthe.....	22.2	18.7	20.8	14.3	9.9	61.6	20.0	23.7	46.1	54.3	49.9
14—St. Johns.....	23.0	20.6	20.6	14.2	9.3	62.4	21.7	23.2	43.3	50.2	50.9
15—Sherbrooke.....	24.4	17.6	23.6	14.7	9.0	58.5	21.7	24.5	37.5	45.4	51.8
16—Sorel.....	24.5	17.0	23.5	14.1	9.5	59.7	19.5	22.3	42.6	49.0	50.0
17—Thetford Mines.....	23.8	17.8	20.3	14.8	9.5	59.9	21.5	24.8	47.1	53.6	54.1
18—Three Rivers.....	23.9	16.9	22.9	14.5	9.3	59.4	20.7	24.4	41.7	47.4	51.1
Ontario—											
19—Belleville.....	25.2	17.6	24.6	15.9	7.8	63.8	20.9	21.3	39.9	39.6	51.4
20—Brantford.....	27.6	18.1	22.3	14.1	8.5	63.9	20.9	21.7	38.6	37.8	50.8
21—Brockville.....	28.2	18.4	24.7	15.6	8.1	64.7	21.4	22.7	39.4	43.9	52.3
22—Chatham.....	27.0	17.9	23.9	14.7	8.3	62.7	21.6	22.3	35.4	42.6	51.4
23—Cornwall.....	26.7	19.5	23.5	15.2	9.8	65.3	18.3	23.7	34.4	43.0	51.5
24—Fort William.....	29.4	17.4	19.6	13.6	7.9	61.8	20.7	23.5	38.8	49.6	50.5
25—Galt.....	27.3	17.5	21.6	15.5	8.5	65.5	20.5	20.7	36.9	41.7	48.6
26—Guelph.....	25.8	18.2	22.5	14.9	8.5	67.5	20.1	21.2	37.0	40.1	49.1
27—Hamilton.....	27.0	17.5	22.1	15.4	9.0	69.3	20.8	21.3	41.9	40.3	49.2
28—Kingston.....	26.8	18.0	22.3	16.4	8.9	61.7	20.0	21.9	38.7	42.6	51.4
29—Kitchener.....	28.1	18.4	21.6	14.6	8.8	65.1	21.3	21.1	39.8	44.6	49.5
30—London.....	26.0	18.5	23.2	14.8	8.4	64.4	20.3	20.7	39.8	44.1	49.9
31—Niagara Falls.....	25.6	17.3	22.3	14.3	8.2	68.6	20.0	.....	40.6	40.0	53.3
32—North Bay.....	28.3	18.8	24.3	16.0	9.2	69.0	21.7	24.3	40.3	45.3	54.8
33—Oshawa.....	27.1	17.6	20.0	14.9	8.0	62.2	20.8	21.3	42.6	44.3	51.0

COAL AND RENTALS BY CITIES, FEBRUARY, 1948—continued

	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
P.E.I.—										
1—Charlottetown.....	29.3	43.2	37.6	9.7	9.3	66.3	50.0	14.63		25.00-29.00(b)
Nova Scotia—										
2—Halifax.....	30.7	43.4	36.7	9.4	9.4	65.1	49.9	15.87		28.00-32.00
3—New Glasgow.....	33.6	43.3	36.7	9.8	9.8	68.2	50.0			16.00-20.00
4—Sydney.....	33.0	44.4	37.7	10.0	9.9	66.8	50.6	10.20		20.50-24.50(b)
5—Truro.....	29.9	42.4	35.8	9.6	9.6	65.7	52.6	14.30		
New Brunswick—										
6—Fredericton.....	31.1	43.2	35.9	9.7	9.6	67.0	49.8	15.50		21.00-25.00(b)
7—Moncton.....	31.8	42.5	37.1	10.0	10.0	62.9	49.7	14.80		27.00-31.00(b)
8—Saint John.....	30.5	43.2	36.4	9.7	9.5	62.7	50.3	15.75		21.00-25.00(b)
Quebec—										
9—Chicoutimi.....	34.3	45.3	36.8	9.7	9.4	68.3	53.0	21.15		
10—Hull.....	31.8	38.3	33.2	9.3	9.2	57.1	52.3	20.00		16.50-20.50
11—Montreal.....	30.4	40.5	35.3	9.0	9.2	63.3	52.5	20.60		24.50-28.50(b)
12—Quebec.....	32.2	44.2	37.2	9.0	8.9	61.5	52.5	19.10		29.00-33.00(b)
13—St. Hyacinthe.....	33.2	38.0	35.0	9.0	8.9	57.7	52.4	20.00		
14—St. Johns.....	33.0	44.5	36.3	8.9	9.0	56.1	52.1	21.00		
15—Sherbrooke.....	32.5	42.2	37.2	9.0	9.0	59.4	52.7	21.10		21.50-25.50(b)
16—Sorel.....	34.4	42.5	37.5	9.0	8.7	62.3	52.4	20.75		
17—Thetford Mines.....	32.6	41.2	38.6	9.0	8.7	62.1	50.5	22.00		
18—Three Rivers.....	32.4	39.8	37.1	9.1	8.9	61.0	53.0	19.50		21.00-25.00(b)
Ontario—										
19—Belleville.....	32.7	38.6	32.3	9.5	9.4	57.4	51.8	19.50		
20—Brantford.....	31.8	36.5	31.9	9.3	9.3	58.3	51.4	19.50		22.50-26.50
21—Brockville.....	32.9	39.6	32.5	9.4	9.3	57.9	51.4	19.50		
22—Chatham.....	31.9	37.5	31.8	9.7	9.7	59.9	53.2	20.00		23.00-27.00
23—Cornwall.....	31.8	38.2	32.1	9.1	9.1	58.7	51.4	21.00		
24—Fort William.....	27.5	41.9	31.8	9.8	9.8	57.8	50.0	19.55		28.50-32.50
25—Galt.....	30.6	35.6	30.7	9.3	9.1	60.5	52.5	19.75		25.50-29.50
26—Guelph.....	31.0	37.3	31.8	9.5	9.5	59.0	52.5	19.50		24.00-28.00
27—Hamilton.....	30.9	37.8	32.5	9.1	9.1	59.4	52.0	19.00		28.50-32.50
28—Kingston.....	33.2	40.6	33.3	9.1	9.1	60.2	52.2	20.00		32.00-36.00
29—Kitchener.....	31.8	37.7	32.1	9.6	9.5	55.1	53.0	19.50		30.00-34.00
30—London.....	31.6	38.5	31.6	9.6	9.4	59.3	51.4	20.50		27.50-31.50
31—Niagara Falls.....	28.2	39.8	32.0	9.7	9.9	58.3	51.9	18.87		28.50-32.50
32—North Bay.....	32.0	40.0	36.2	10.1	10.1	63.2	52.6	21.50		23.00-27.00
33—Oshawa.....	31.4	38.5	31.9	9.5	9.3	9.4	52.1	19.50		27.50-31.50

TABLE F-1.—RETAIL PRICES OF STAPLE FOODS

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced rind-on, per lb
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulder, hook-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
34—Ottawa.....	51.6	48.3	51.2	33.3	29.7	35.5	53.6	49.8	38.0	65.4
35—Owen Sound.....	53.3	49.9	51.0	34.1	31.1			54.3	39.1	68.0
36—Peterborough.....	56.7	52.4	53.9	35.9	33.8	41.8	53.8	56.2	37.5	69.4
37—Port Arthur.....	50.7	47.7	47.6	32.5	32.9			51.6	42.7	69.6
38—St. Catharines.....	51.7	51.4	51.3	36.2	32.7		53.7	56.3	37.0	68.8
39—St. Thomas.....	52.6	49.7	50.9	35.0	31.3	32.5	52.5	57.7	43.2	69.7
40—Sarnia.....	52.8	50.0	50.2	34.2	30.0		51.4	53.2	36.0	67.4
41—Sault Ste. Marie.....	52.3	49.0	47.4	32.0	33.2		52.0	53.7	43.0	67.9
42—Stratford.....	51.0	47.4	48.2	33.2	31.6		48.3	52.4	37.7	66.6
43—Sudbury.....	51.5	49.5	48.0	35.1	31.7	40.0	50.8	52.6	41.0	68.6
44—Timmmins.....	51.9	49.5	49.5	32.6	32.3	38.5	57.7	53.1	40.1	68.3
45—Toronto.....	55.0	51.9	54.0	37.3	34.2	40.7	55.0	54.4	37.9	68.0
46—Welland.....	51.7	50.0	48.0	34.0	29.8			56.0	41.3	67.5
47—Windsor.....	52.2	49.5	50.0	34.1	31.5		55.3	55.7	40.5	67.5
48—Woodstock.....	54.0	50.7	52.0	34.0	30.7			59.5	42.5	69.6
Manitoba—										
49—Brandon.....	53.0	49.3	49.7	31.5	30.7			54.7	42.7	68.6
50—Winnipeg.....	50.7	45.3	42.7	30.5	29.8	34.0	49.5	49.8	39.3	68.1
Saskatchewan—										
51—Moose Jaw.....	48.8	45.4	45.4	31.4	31.4		47.3	50.2	38.7	71.2
52—Prince Albert.....	48.3	46.3	44.0	31.0	30.7	32.7	45.3	48.0	37.0	66.0
53—Regina.....	47.5	44.7	44.7	28.6	29.6	36.0	49.3	51.7	40.1	69.9
54—Saskatoon.....	49.1	46.4	46.9	31.7	31.0	41.1	51.5	50.6	37.7	71.3
Alberta—										
55—Calgary.....	51.1	47.3	47.6	32.2	31.2	34.7	48.6	53.7	42.9	77.9
56—Drumheller.....	51.6	48.4	47.0	31.4	29.2			54.0	41.6	77.9
57—Edmonton.....	49.0	45.9	45.9	30.9	31.2	33.9	47.4	50.4	38.8	70.5
58—Lethbridge.....	51.7	48.0	43.7	32.3	32.3			55.0	41.0	73.4
British Columbia—										
59—Nanaimo.....	60.0	54.2	55.9	35.3	34.9		57.8	59.5	42.6	81.9
60—New Westminster.....	56.9	50.9	52.7	34.6	33.4	35.0	54.3	58.0	44.7	76.5
61—Prince Rupert.....	57.0	53.3	54.5	35.3			57.0	57.5	44.0	84.4
62—Trail.....	57.5	53.7	57.0	38.0	36.8		56.5	61.7	46.7	83.1
63—Vancouver.....	56.6	50.9	52.9	34.7	34.7	36.7	53.7	57.4	40.0	77.6
64—Victoria.....	56.1	52.3	53.2	35.0	34.3	38.0	55.0	57.3	43.7	78.8

COAL AND RENTALS BY CITIES, FEBRUARY, 1918—continued

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	28.3	30.6	53.5	17.0	72.0	27.7	8.4	6.1	10.3	14.0
35—Owen Sound.....	28.2	31.3	51.1	17.0	72.9	26.5	8.7	6.1	8.6	13.5
36—Peterborough.....	27.2	31.0	53.8	17.0	72.3	27.5	8.7	6.2	10.3	13.3
37—Port Arthur.....	27.3	30.1	58.6	18.0	71.9	28.8	9.3	6.2	8.4	12.4
38—St. Catharines.....	27.8	30.8	55.7	17.5	72.4	27.7	8.9	6.3	10.1	14.0
39—St. Thomas.....	28.0	31.1	55.0	17.0	72.9	27.6	8.7	5.9	10.4	14.0
40—Sarnia.....	27.7	32.2	54.2	17.0	72.7	28.1	9.3	6.2	10.1	13.7
41—Sault Ste. Marie.....	28.7	30.6	59.3	18.0	72.3	27.5	9.2	6.2	10.3	13.5
42—Stratford.....	28.5	32.2	51.5	17.0	72.6	27.0	8.9	5.7	10.5	14.3
43—Sudbury.....	28.4	31.2	56.3	18.0	72.7	27.5	9.3	6.5	9.7	13.8
44—Timmins.....	27.9	31.2	57.5	19.7	72.4	27.5	9.7	6.2	9.9	13.2
45—Toronto.....	28.3	30.8	55.1	18.0	72.4	26.6	9.3	6.1	10.3	13.6
46—Welland.....	28.2	31.8	54.0	17.9	72.9	28.1	9.3	6.1	10.2	13.3
47—Windsor.....	27.4	30.5	54.2	18.0	72.6	27.9	8.7	6.1	10.1	13.3
48—Woodstock.....	27.6	31.4	51.3	17.0	73.0	26.4	8.9	5.5	9.7	13.7
Manitoba—										
49—Brandon.....	25.5	32.3	54.1	16.0	69.9	27.9	8.9	6.1	8.1	12.8
50—Winnipeg.....	25.9	31.0	56.3	17.0	70.0	28.5	9.2	6.0	9.1	13.3
Saskatchewan—										
51—Moose Jaw.....	24.8	34.0	50.0	16.0	69.5	28.4	9.1	6.0	9.5	14.7
52—Prince Albert.....	25.9	32.6	50.7	16.0	70.0	27.6	7.6	6.2	8.1	13.2
53—Regina.....	25.7	34.1	52.1	16.0	69.6	29.2	9.0	6.2	7.9	13.4
54—Saskatoon.....	25.5	32.9	53.6	16.0	69.5	27.9	9.0	5.8	8.1	12.7
Alberta—										
55—Calgary.....	25.1	31.6	51.1	17.0	70.3	27.5	9.6	6.2	8.4	13.7
56—Drumheller.....	26.8	32.7	51.8	17.0	70.9	28.8	10.4	6.4	10.9	13.9
57—Edmonton.....	25.2	32.5	49.5	17.0	70.5	27.5	8.8	6.0	9.2	13.2
58—Lethbridge.....	25.4	32.4	52.0	17.0	70.0	28.0	10.4	6.1	7.8	13.5
British Columbia—										
59—Nanaimo.....	28.8	32.9	49.5	17.7	72.0	30.2	12.0	6.4	9.2	14.0
60—New Westminster.....	28.7	31.8	48.7	15.0	71.7	28.9	10.7	6.2	9.4	14.3
61—Prince Rupert.....	29.2	34.6	58.7	20.0	72.0	31.4	13.0	6.8	10.7	14.2
62—Trail.....	27.2	33.7	55.3	18.0	71.9	28.9	12.0	6.8	9.1	14.0
63—Vancouver.....	28.5	31.4	48.6	15.0	71.4	27.7	11.4	6.2	9.3	13.3
64—Victoria.....	28.8	32.8	49.6	17.0	71.7	28.9	10.7	6.3	9.8	13.8

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2½ s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	26.3	17.4	22.8	15.4	8.9	64.6	21.8	23.4	34.6	44.9	50.6
35—Owen Sound.....	27.6	18.5	22.6	13.9	8.5	62.9	21.2	21.3	38.1	42.8	50.7
36—Peterborough.....	27.5	18.5	22.9	14.8	8.8	61.5	21.5	21.2	36.3	37.3	49.9
37—Port Arthur.....	28.7	19.5	21.7	13.5	8.4	65.5	20.3	24.4	38.9	49.3	49.9
38—St. Catharines.....	25.8	18.7	22.6	15.6	8.7	67.3	21.3	23.1	37.1	41.3	52.2
39—St. Thomas.....	27.3	18.6	23.6	15.0	9.0	67.9	21.2	21.6	43.1	46.9	52.4
40—Sarnia.....	26.5	19.1	23.2	15.1	8.5	63.4	19.7	23.0	45.7	44.3	53.2
41—Sault Ste. Marie.....	27.8	18.5	23.8	15.2	9.3	67.6	17.5	23.3	33.2	44.3	51.8
42—Stratford.....	28.5	18.6	23.2	15.7	7.9	65.8	20.7	19.7	36.4	46.4	49.2
43—Sudbury.....	28.8	17.5	22.6	15.5	9.0	63.2	21.4	23.3	40.1	46.4	54.5
44—Timmins.....	29.5	18.4	22.6	16.0	9.2	74.0	21.4	24.2	35.5	47.3	52.8
45—Toronto.....	26.2	18.3	22.2	15.2	8.5	67.4	20.7	20.5	41.2	39.6	48.3
46—Welland.....	25.1	17.1	21.0	14.8	8.1	66.1	20.3	20.1	37.7	36.6	51.0
47—Windsor.....	24.1	19.1	22.3	14.4	7.8	64.0	20.6	20.8	39.2	45.1	50.9
48—Woodstock.....	24.8	17.5	23.0	14.5	8.4	67.1	18.6	20.6	35.7	43.0	50.2
Manitoba—											
49—Brandon.....	29.3	18.6	21.0	16.1	8.6	51.7	21.7	23.3	39.4	48.1	60.5
50—Winnipeg.....	29.0	19.0	21.3	14.2	8.3	52.6	20.2	22.0	39.3	43.1	56.8
Saskatchewan—											
51—Moose Jaw.....	26.2	17.2	19.0	16.6	7.9	57.0	21.3	23.1	35.7	49.7	.....
52—Prince Albert.....	30.0	18.7	20.4	15.6	8.3	57.6	18.1	21.5	40.1	51.7	47.3
53—Regina.....	28.3	19.6	20.4	15.6	8.1	53.9	19.5	22.9	34.5	41.7	62.9
54—Saskatoon.....	30.5	18.9	21.4	16.3	7.8	59.6	17.5	21.9	38.1	45.8	49.8
Alberta—											
55—Calgary.....	25.4	17.7	18.6	14.9	7.7	61.1	20.5	21.5	33.2	46.8	52.7
56—Drumheller.....	26.0	18.5	19.0	14.3	7.7	64.4	20.4	23.3	34.3	48.8	61.0
57—Edmonton.....	27.9	17.5	18.7	15.4	8.1	45.0	21.1	23.8	40.6	46.5	58.2
58—Lethbridge.....	28.2	18.0	18.4	14.1	8.0	52.5	18.9	23.1	31.2	54.0	56.7
British Columbia—											
59—Nanaimo.....	25.3	18.0	22.3	16.2	8.1	59.6	20.2	20.7	35.0	41.0	60.0
60—New Westminster.....	24.9	17.5	21.6	16.6	7.5	61.9	20.1	21.4	31.3	40.0	54.0
61—Prince Rupert.....	27.4	20.4	22.7	17.1	8.0	65.2	21.2	22.6	46.1	45.6	51.7
62—Trail.....	27.0	19.1	19.4	18.5	8.1	62.6	19.3	23.9	36.3	53.6	.....
63—Vancouver.....	25.4	17.3	19.9	16.0	7.8	65.4	19.6	20.9	33.7	38.2	56.7
64—Victoria.....	24.4	18.5	21.1	16.4	7.9	69.0	20.7	21.5	36.7	35.5	56.2

COAL AND RENTALS BY CITIES, FEBRUARY, 1945—concluded

	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per 4 lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	30.9	41.3	33.6	9.3	9.1	57.9	51.2	20.00		33.00-37.00
35—Owen Sound.....	30.5	41.0	32.1	9.6	9.5	60.9	52.4	20.00		18.50-22.50
36—Peterborough.....	31.9	42.9	32.7	9.4	9.5	59.1	51.8	20.75		27.50-31.50
37—Port Arthur.....	26.8	41.9	32.3	10.0	9.9	57.4	50.2		19.55	24.00-28.00
38—St. Catharines.....	27.7	37.0	33.3	9.1	9.2	57.9	51.7	19.75		28.00-32.00
39—St. Thomas.....	33.0	42.6	32.9	9.7	9.7	60.3	52.8	19.50		22.00-26.00
40—Sarnia.....	33.3	41.5	32.3	10.0	9.9	59.5	52.5	21.00		
41—Sault Ste. Marie.....	29.3	38.7	33.7	9.9	9.7	55.0	51.9	21.00		24.00-28.00
42—Stratford.....	31.0	38.5	33.0	9.9	9.7	60.4	51.5	20.00		22.00-26.00
43—Sudbury.....	30.8	39.2	35.5	10.0	9.9	59.8	51.4	20.95		30.00-34.00
44—Timmins.....	32.1	40.3	35.4	10.0	10.0	55.9	51.9	23.50		30.00-34.00
45—Toronto.....	30.4	38.9	32.0	9.2	9.1	61.5	52.1	19.00		34.00-38.00
46—Welland.....	27.6	36.4	32.8	9.3	9.4	55.3	51.6	19.30		
47—Windsor.....	31.6	37.0	32.7	9.4	9.3	60.4	51.8	20.00		27.00-31.00
48—Woodstock.....	30.4	38.5	32.7	9.7	9.7	59.5	51.5	20.00		
Manitoba—										
49—Brandon.....	29.6	44.7	33.3	10.3	10.1	59.0	50.4		14.25	23.50-27.50
50—Winnipeg.....	29.7	42.0	32.0	10.0	10.0	55.6	49.1		15.30	29.00-33.00
Saskatchewan—										
51—Moose Jaw.....	29.7	38.3	35.5	10.5	10.5	59.5	49.3		12.50	25.50-29.50
52—Prince Albert.....	29.5	42.4	35.3	11.0	10.8	54.4	50.5		12.60	21.00-25.00
53—Regina.....	29.0	41.8	33.6	10.9	11.0	62.2	53.1		13.60	30.00-34.00
54—Saskatoon.....	28.2	44.4	34.5	10.8	11.2	59.9	49.9		12.40	24.00-28.00
Alberta—										
55—Calgary.....	28.3	43.4	34.3	10.1	10.7	58.3	48.9		10.25	27.00-31.00
56—Drumheller.....	30.0	44.2	35.8	11.0	11.2	57.5	49.2			23.50-27.50
57—Edmonton.....	27.7	42.6	32.2	10.0	10.7	59.3	48.5		7.55	26.00-30.00
58—Lethbridge.....	29.7	40.8	31.8	10.2	11.0	56.1	49.6		7.00	24.00-28.00
British Columbia—										
59—Nanaimo.....	30.7	42.2	30.3	9.9	10.4	57.4	50.0			18.00-22.00
60—New Westminster.....	29.2	41.9	30.2	9.1	9.2	55.9	49.4		15.45	21.00-25.00
61—Prince Rupert.....	30.4	42.9	33.4	10.0	10.0	58.3	49.4		17.25	20.00-24.00
62—Trail.....	30.0	40.7	34.0	10.0	10.0	58.6	50.1		13.50	23.00-27.00
63—Vancouver.....	29.0	38.9	30.6	9.3	9.5	59.2	48.6		15.45	26.50-30.50
64—Victoria.....	28.4	41.4	29.8	10.0	9.9	59.6	49.8		16.40	23.00-27.00

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time.

(a) Rent figures are obtained by multiplying increases since June, 1941 by the average rental determined by the census of that date. The increases are based upon reports from real estate agents and periodic sample surveys which are now being conducted by direct interview.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

(c) Averages include prices for cuts with bone in.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF FEBRUARY, 1948

(BASE:—August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	144.3	186.1	108.1	127.0	167.0	148.1	118.9
Saint John.....	147.7	183.5	111.1	126.1	167.5	150.1	122.9
Montreal.....	152.8	194.4	116.2	118.7	159.8	165.2	119.1
Toronto.....	147.8	184.2	116.5	132.5	169.1	154.7	122.4
Winnipeg.....	144.4	183.0	114.4	113.2	157.4	162.6	117.6
Saskatoon.....	151.9	192.0	121.9	123.2	169.1	162.8	120.1
Edmonton.....	145.1	187.8	107.7	104.7	165.8	155.9	120.9
Vancouver.....	148.7	185.1	112.1	127.3	168.8	152.0	124.9

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August, 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Dec. 1941	Aug. 1945	Dec. 1945	Dec. 1947	Jan. 1948	Feb. 1948	Price Feb. 1948
Beef, sirloin steak.....	lb.	120.7	154.8	154.8	180.3	182.8	191.4	53.4
Beef, round steak.....	lb.	125.7	167.9	167.9	197.5	200.8	210.5	49.9
Beef, rib roast.....	lb.	125.5	174.3	174.3	205.2	208.3	216.5	49.8
Beef, shoulder.....	lb.	132.7	161.6	162.3	194.3	198.7	213.2	33.9
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	205.0	212.3	231.4	31.6
Veal, front roll, boneless.....	lb.	139.3	174.0	174.0	191.7	198.2	220.7	37.3
Lamb, leg roast.....	lb.	109.9	164.4	152.8	172.9	176.4	184.5	52.4
Pork, fresh loins, centre-cut.....	lb.	125.3	143.8	143.8	179.2	181.4	197.5	53.7
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	143.4	190.6	192.7	212.1	40.4
Bacon, side, fancy, sliced, rind-on.....	lb.	132.3	141.5	142.5	195.0	196.0	219.5	70.0
Lard, pure.....	lb.	151.3	157.9	159.6	244.7	245.6	244.7	27.9
Shortening, vegetable.....	lb.	134.7	137.5	137.5	219.4	219.4	218.7	31.5
Eggs, grade "A" large.....	doz.	156.4	155.3	181.3	191.1	186.9	174.4	54.3
Milk.....	qt.	111.0	95.4	95.4	151.4	154.1	157.8	17.2
Butter, creamery, prints.....	lb.	140.5	144.3	148.0	250.5	268.1	264.5	72.2
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	164.4	165.4	200.6	204.3	210.3	28.1
Bread, plain white, wrapped.....	lb.	106.5	106.3	106.3	144.4	144.4	149.2	9.4
Flour, first grade.....	lb.	127.3	124.2	124.2	187.9	187.9	187.9	6.2
Rolled oats, pkg.....	lb.	112.0	114.0	114.0	148.8	152.0	153.6	9.7
Corn flakes, 8 oz.....	pkg.	101.1	100.0	100.0	139.1	143.5	148.9	13.7
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	137.7	137.7	256.6	255.7	252.8	26.8
Peas, canned, 2's.....	tin	117.5	121.7	121.7	150.0	150.8	152.5	18.3
Corn, canned, 2's.....	tin	128.3	132.7	132.7	199.1	197.3	195.6	22.1
Beans, dry.....	lb.	129.4	133.3	133.3	282.4	292.2	298.0	15.2
Onions.....	lb.	108.2	142.9	126.5	149.0	161.2	175.5	8.6
Potatoes.....	15 lb.	89.9	218.3	149.4	180.8	183.8	188.4	61.8
Prunes, bulk.....	lb.	115.8	120.2	120.2	178.1	178.9	178.1	20.3
Raisins, seedless, bulk.....	lb.	104.0	107.9	108.6	146.4	148.3	148.3	22.4
Oranges.....	doz.	132.5	154.6	154.3	141.0	136.5	133.8	39.2
Lemons.....	doz.	111.3	147.7	148.6	158.5	153.5	143.1	46.5
Jam, strawberry, 16 oz.....	jar	111.3	115.1	115.1	159.5	160.1	160.1	26.3
Peaches, 20 oz.....	tin	101.5	105.1	106.1	156.3	156.3	156.3	30.8
Marmalade, orange, 16 oz.....	jar	118.3	128.9	128.9	148.0	148.8	150.2	20.4
Corn syrup, 2 lb.....	tin	138.0	158.2	157.7	204.4	202.0	197.4	33.8
Sugar, granulated.....	lb.	132.3	132.3	132.3	149.2	149.2	149.2	9.7
Sugar, yellow.....	lb.	131.3	134.9	134.9	154.0	154.0	154.0	9.7
Coffee.....	lb.	141.6	131.4	131.7	168.9	172.5	176.9	59.8
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	173.8	173.8	174.1	51.2

* Descriptions and units of sale apply to February, 1948, prices.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS*
(1926=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1946	1947	Jan. 1947	Nov. 1947	Dec. 1947	Jan. 1948
All commodities	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	108.7	129.0	114.2	142.5	143.5	146.9
Classified according to chief component material—															
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	97.8	115.1	97.9	131.6	130.7	132.6
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	114.5	131.8	122.7	144.1	148.9	159.1
III. Fibres, Textiles and Textile Products.....	58.2	137.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	97.0	123.1	100.3	146.5	148.1	149.1
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	132.3	162.6	147.8	176.8	177.7	181.7
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	126.1	137.7	131.4	148.3	149.3	150.6
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	88.0	124.5	97.1	135.9	135.8	137.0
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	103.1	113.6	105.6	121.2	122.6	125.6
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	95.2	108.0	98.2	112.6	112.8	113.7
Classified according to purpose—															
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	101.1	116.9	104.1	130.0	130.8	135.2
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	107.5	122.4	111.5	137.7	139.6	146.7
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	96.8	113.3	99.1	124.8	125.0	127.5
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	105.7	129.1	111.3	142.4	143.3	145.8
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	119.1	121.2	132.1	124.3	140.0	141.9	142.9
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	104.0	128.8	109.8	142.7	143.5	146.1
Building and Construction Materials.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	134.8	166.1	148.3	186.9	189.2	187.8
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	98.8	122.4	103.3	135.2	135.8	139.0
Classified according to degree of manufacture—															
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	109.5	130.4	115.2	142.5	145.1	148.3
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	98.8	117.2	103.7	131.4	132.0	136.5
Canadian Farm Products—															
Field.....	59.2	134.7	176.4	91.2	90.1	59.3	61.8	75.9	91.7	93.1	105.9	100.1	114.0	115.1	116.4
Animal.....	70.1	129.0	146.0	95.9	105.5	61.0	75.5	91.6	101.6	107.6	143.9	138.3	147.5	156.8	164.4
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	109.7	111.9	120.1	114.4	126.5	130.7	134.4

*The indexes for 1947 and January, 1948, are subject to revision.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Bureau of Statistics	Consumers' Price Index (G), Bureau of Labor Statistics	Wholesale, Board of Trade	Interim Index of Retail Prices (K), Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Retail Prices (E), Government Statistician
Number of Commodities:	508	1935-1939	889	1985-1939	200	June 1947 (k)	78	July 1914	188	1938	1936-1939 = 1000	1936-1939 = 1000	180	December, 1942 = 1000 (e)
Base Period	1926		1926		1930		1914	June 1914	1910					
1913	64.0	(a)	69.8	(b)	100.0	(g)	100	(h)	112.5	81.4			748	(b)
1914	65.5	79.1	68.1	70.7	101.4	100	100	100	109.0	85.5			805	678
1915	70.4	79.7	69.5	71.8	102.8	123	100	100	120.4	85.5			882	724
1916	84.3	80.7	85.5	72.5	105.2	146	100	100	137.0	90.8			1024	786
1917	114.3	87.0	117.5	77.9	123.6	176	100	100	158.3	99.6			1292	850
1918	127.4	102.4	131.3	91.6	139.2	203	100	100	172.3	106.4			1532	912
1919	134.0	115.6	138.6	107.5	151.2	215	100	100	185.4	117.7			1804	1016
1920	155.9	126.5	145.4	123.8	169.0	240	100	100	201.2	135.8			1984	1034
1921	110.0	145.4	97.6	143.0	100.0	226	100	100	180.5	142.0			1194	1034
1922	97.3	129.0	96.7	127.7	85.7	183	100	100	144.5	110.1			1053	852
1923	100.0	121.8	100.0	126.4	101.4	172	100	100	138.7	106.3			994	1010
1924	96.4	120.5	96.7	122.6	102.8	166	100	100	135.8	106.9			983	1006
1925	95.6	121.7	95.3	122.6	104.4	164	100	100	130.5	106.6			983	1004
1926	80.6	120.8	86.4	119.4	100.0	157	100	100	104.7	93.2			904	795
1927	97.1	84.4	65.9	92.4	85.7	140	100	100	104.7	93.2			1036	951
1928	75.4	102.2	78.0	100.8	101.4	156	100	100	117.4	100.0			1029	951
1929	82.9	101.5	77.1	99.4	102.8	158	100	100	114.6	99.9			1071	930
1930	90.0	105.6	78.6	100.2	105.2	184	100	100	127.3	103.4			1195	1085
1931	111.7	111.7	87.3	105.2	123.6	199	100	100	143.0	107.1			1311	1073
1932	100.0	118.4	103.1	123.6	139.2	199	100	100	139.8	108.2			1513	1002
1933	103.6	119.5	105.8	128.4	169.0	203	100	100	170.6	124.4			1584	1004
1934	108.7	123.6	121.1	139.2	175.2	203	100	100	179.2	132.2			1590	1008
1935	108.7	123.6	121.1	139.2	175.2	203	100	100	183.4	134.1			1571	1008
1936	118.1	127.8	144.6	153.2	183.2	203	100	100	186.9	137.2			1571	1008
1937	120.4	128.9	149.5	156.3	183.6	204	100	100	187.0	138.6			1570	1013
1938	122.9	130.6	147.7	156.0	187.1	203	100	100	188.2	142.2			1594	1013
1939	125.3	133.1	147.1	156.0	189.1	203	100	100	189.6	139.3			1594	1013
1940	127.8	134.9	150.6	157.1	189.8	203	100	100	191.5	141.2			1612	1027
1941	129.1	135.9	150.6	158.4	193.3	101	222.9	217	191.5	141.2			1617	1027
1942	130.8	136.6	153.6	160.3	193.9	100	223.1	217	194.5	140.8			1669	1032
1943	132.5	139.4	157.4	163.8	195.2	101	224.2	218	196.1	140.9			1712	1032
1944	139.3	142.2	158.5	163.8	199.3	103	229.7	223	197.3	140.8			1557	1085
1945	143.5	143.6	(i) 159.7	167.0	202.7	104	232.3	224	198.0	140.6			1740	1085
1946	146.9	146.3	(i) 165.6	168.8	203.5	104	234.4	224	198.0	140.6			1740	1085
1947	147.3	150.1	167.5	167.5	203.5	104	234.4	224	198.0	140.6			1740	1085
1948	147.3	150.1	167.5	167.5	203.5	104	234.4	224	198.0	140.6			1740	1085

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. Earlier indexes on base 1926-30=1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised. (j) From August, 1945. (k) Consumers' Price Index for Moderate-Income Families in Large Cities. (l) New series, June 17, 1947=100. Interim Index of Retail Prices (H.M.S.O., June 1947). 1914 to May, 1947 on base July, 1914=100.

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-FEBRUARY,
1947-1948†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Exist-ence	Com-mencing During Month	In Exist-ence	In Man-Working Days	Per Cent of Esti-mated Working Time
1948*						
January.....	19‡	19	12,595‡	12,595	135,780	·17
February.....	8	15	1,863	11,082	140,945	·18
Cumulative totals.....	27	.....	14,458	.....	276,725	·18
1947						
January.....	14‡	14	3,293‡	3,293	28,504	·04
February.....	13	21	29,449	32,552	198,214	·25
Cumulative totals.....	27	.....	32,742	.....	226,718	·15

* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING FEBRUARY, 1948 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars (2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to February, 1948				
MINING— Coal miners, Alberta and British Columbia.	61	9,000	110,000	Commenced January 13; for a new agreement providing for increased wages and other changes; untermiated; work resumed by February 23 at all but 13 mines employing 1,710 miners, following compromise settlement.
MANUFACTURING— <i>Tobacco and Liquors—</i> Soft drink factory workers, Edmonton, Alta.	1	11	200	Commenced December 1, 1947; for implementation of award of arbitration board providing for increased wages in new agreement under negotiations; employment conditions no longer seriously affected by end of February; indefinite.
<i>Textiles, Clothing, etc.—</i> Canvas products factory workers, Toronto, Ont.	1	18	150	Commenced January 20; for a union agreement providing for increased wages, reduced hours, union security, etc., and alleged discrimination in dismissal of two workers; terminated February 18; return of workers and replacement; in favour of employer.
<i>Printing and Publishing—</i> Printing pressmen, Toronto, Ont.	3	35	500	Commenced December 15, 1947; for greater increase in wages than recommended by majority report of conciliation board, union security, increased vacations with pay, etc., in new agreements under negotiations; employment conditions no longer seriously affected by February 28; settlement reached by provincial conciliation in some 68 plants on January 20; compromise.
<i>Metal Products—</i> Farm implement factory workers, Victoriaville, P.Q.	1	50	500	Commenced January 23; for implementation of award of arbitration board providing for increased wages, reduced hours and other changes in renewal of agreement which expired June 27, 1947; terminated February 12; negotiations; in favour of workers.
TRADE— Seed packers, Brandon, Man.	1	65	700	Commenced January 20; for a new agreement providing for increased wages and changes in working conditions; terminated February 14; return of workers pending reference to arbitration; indefinite.
Garage and service station workers, St. Stephen, N.B.	9	40	400	Commenced January 24; for union agreements providing for increased wages, reduced hours, etc., as recommended by conciliation board; terminated February 12; negotiations; written agreements not signed in most cases but compromise settlements arrived at as to wages and hours.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING FEBRUARY, 1948 (1)—
Concluded

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars (2)
	Establishments	Workers		
Strikes and Lockouts Commencing During February, 1948				
LOGGING— Loggers, Carter Bay, B.C.	1	70	700	Commenced February 17; protesting increase in rates for board from \$1.50 per day to \$2.00; untermi- nated.
MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Hosiery factory workers, Drummondville, P.Q.	1	400	4,400	Commenced February 16; for imple- mentation of award of arbitration board providing for increased wages and other changes in new agreement under negotiations; untermi- nated.
Clothing factory workers, Hawkesbury, Ont.	1	22	100	Commenced February 17; for increased wages, piece rates; untermi- nated; partial return of workers.
<i>Metal Products—</i> Steel products factory workers, Fort Erie, Ont.	1	149	670	Commenced February 2; for increased wages; terminated February 6; con- ciliation, provincial, compromise.
Radio and radio tubes factory workers, Leaside, Ont.	1	(3)706	14,000	Commenced February 2; for a new agree- ment providing for increased wages and other changes; terminated Febru- ary 28; conciliation, provincial, and return of workers pending further negotiations; indefinite.
Metal factory workers, Dundas, Ont.	1	(4)436	8,500	Commenced February 2; for a new agree- ment providing for increased wages; untermi- nated.
<i>Miscellaneous—</i> Casket factory workers, Toronto, Ont.	1	71	80	Commenced February 12; alleged reduc- tion in piece-work rates for certain workers; terminated February 14; negotiations; in favour of workers.
SERVICE— <i>Public Administration—</i> Bookbinders, Toronto, Ont.	1	9	45	Commenced February 20; for increased wages; untermi- nated.

(1) Preliminary data based where possible on direct reports from parties concerned; in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 325 indirectly affected; (4) 102 indirectly affected.

TABLE H-1—FATAL INDUSTRIAL ACCIDENTS IN

Causes	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Metalliferous Mining	Coal Mining	Non-Metallic Mineral Mining and Quarrying, n.e.s.	Structural Materials	Manufacturing	Vegetable Foods, Drink and Tobacco	Animal Foods	Textiles and Clothing	Leather, Fur and Products	Rubber Products	Saw and Planing Mill Products	Wood Products	Pulp, Paper and Paper Products	Printing and Publishing	Iron, Steel and Products	Non-Ferrous Metal Products	Non-Metallic Mineral Products
Prime Movers:																					
Motors, engines, fans, pumps and automatic stokers.....									2						2						
Shafting, coupling, collars, set screw and keys.....		1																			
Belts, lines, pulleys, chains and sprockets.....		1							6						4	1			1		
Gears, cogs, cams, and friction wheels.....																					
Total		2							8						1	1			1		
Working Machines	5	1							14			1			7				2	1	
Hoisting Apparatus:																					
Elevators.....		1		5	4	1			9		1	1	1			1			3	1	
Conveyors and others.....		1		2	1		1		3						1				2		
Total		2		7	5	1	1		12		1	1	1		1	1			5	1	
Dangerous Substances:																					
Steam escapes, boiler explosions, compressed air.....									4	1				1	1						
Explosive substances.....	3	3	2	4	3		1		7										3	1	2
Electric current.....	2			2	1		1		15	1		2			1		3		2	2	1
Hot and inflammable substances and flames.....	1								10						1	1			3		2
Conflagrations.....	1																				
Gas fumes, poisons, etc.....	1	1		15	15				3		3										
Explosions, mine (gas, coal dust, etc.).....				8	8																
Total	8	4	2	29	27		2		39	2	3	2		1	3	5			8	3	5
Striking Against or Being Struck by Objects:																					
Striking against objects.....		1																			
Being struck by objects.....	2	4		2			2		15						9	1	1		1		
Total	2	5		2			2		15						9	1	1		1		
Falling Objects:																					
Collapse of structure.....		1		2	1		1		2						1						
Breaking or loosening of straps, cables, etc.....									3		1									2	
Objects falling from elevations, loads, piles.....		17		2	2				17	1	1				5	1	6				
Objects falling in mines and quarries.....				15	7	8														2	
Falling trees and limbs.....	1	70		1	1				3						1	1	1				
Others.....	2								1										1		
Total	3	88		20	11	8	1		26	1	1	1		7	2	7			5		
Handling of Objects:																					
Heavy objects, rolling, carrying, loading, etc.....	1	6	1						3							1					1
Sharp objects.....																					
Total	1	6	1						3							1					1

CANADA, IN 1947, BY INDUSTRIES AND GROUPS

Chemical and Allied Products	Shipbuilding	Miscellaneous Products	Construction	Buildings and Structures	Railway	Highway and Bridge	Miscellaneous	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Steam Railways	Street and Electric Railways	Water Transportation	Air Transportation	Local and Highway Transportation	Storage	Telegraphs and Telephones	Express	Unclassified	Trade	Wholesale	Retail	Finance	Service	Public Administration	Recreations	Laundering, Dyeing and Cleaning	Personal, Domestic and Business	Professional	Unclassified	TOTAL
				1																			1		1					4
			1																											8
			1																				1							12
			7	5		2			2	1		1											3	2			1			32
			2	1					2													1								20
			2	1					1														1	1						8
			2	1					3													1	1	1						28
	1		1	1					5		5												1				1			11
2	1		2	6		1			2			1										1		1						32
			2	7		1			1													2		2						58
		1																					1	1						13
				3																		3		1						5
				3					1													3	3	1	1					30
																							1	1						9
4	2	1	19	17		1	1	25	9	5	1	1			1	1				10	3	7	1	11	7	1		1	2	158
																														2
																														31
																														33
																														13
																														7
																														51
																														16
																														78
																														5
1	1		19	12		5	2	3	7	3	4									2	2									170
																														17
																														17

TABLE H-1—FATAL INDUSTRIAL ACCIDENTS IN

Causes	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Metaliferous Mining	Coal Mining	Non-Metallic Mineral Mining and Quarrying, n.e.s.	Structural Materials	Manufacturing	Vegetable Foods, Drink and Tobacco	Animal Foods	Textiles and Clothing	Leather, Fur and Products	Rubber Products	Saw and Planing Mill Products	Wood Products	Pulp, Paper and Paper Products	Printing and Publishing	Iron, Steel and Products	Non-Ferrous Metal Products	Non-Metallic Mineral Products	
Tools	2	2	1																			
Moving Trains, vehicles, etc.																						
Derailments, collisions.....				1			1															
Being struck or run over by, or crushed by, or between, cars and engines.....	12			2	2				8								1		5		2	
Falling from or in cars or engines.....																						
Mine and quarry cars.....				11	4	6	1															
Automobiles and other power vehicles and implements.....	37	16		7	6	1			20	2	1				3	1	1		9		2	
Animal-drawn vehicles and implements.....	4	1																				
Watercraft.....	16	13		4	2		2		1													
Aircraft.....	2		4	4	4																	
Total	53	35	13	29	18	7	4		29	2	1				3	1	2		14		4	
Animals:																						
Horses, n.e.s.....	13	3																				
Other animals.....	4																					
Total	17	3																				
Falls of persons																						
From elevations.....	6	1		3	3				15	1					2	1	1		6	1		
From ladders.....	1	2	1	2	2				5						1	1			2		1	
Into pits, shafts, harbours, rivers, etc.....	1	16	7	7	5	1	1		9						1	1	5	1				
Into holds of vessels.....																						
On the level.....		1	2	1	2	1			1						1							
From loads, etc.....	4	1		2	2				1						1							
Collapse of support.....	1	3		2	1	1			2						1							
On sharp objects.....	2	1		2	1		1		6						3	2	1					
Down stairs and inclines.....															1	1						
Into tanks, vats, kilns, etc.....				1	1				2						1	1						
Total	15	25	10	20	15	3	2		41	1					11	5	8	1	8	1	1	
Other Causes:																						
Infection, n.e.s.....									2						1				1			
Industrial disease, strain, etc.....	5	7	1	60	53	7			52	2	2	2	2	1		5	4	1	22	2	8	
Drowning, n.e.s.....	3	4	1	1	1				2						1	1						
Shooting and violence.....																						
Cave ins, land slides, ice jams, etc.....			1	19	12	6	1		1													1
Lightning, frost, storms, sunstroke.....	3								1												1	
No particulars.....		1		1		1			2						2	1	2		1			
Total	11	12	3	81	66	14	1		65	2	2	2	2	1	9	2	6	1	25	2	9	
Grand Total	117	185	30	188	142	33	13		252	8	7	7	3	3	56	13	34	2	70	8	20	

Chemical and Allied Products	Shipbuilding	Miscellaneous Products	Construction	Buildings and Structures	Railway	Highway and Bridge	Miscellaneous	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Steam Railways	Street and Electric Railways	Water Transportation	Air Transportation	Local and Highway Transportation	Storage	Telegraphs and Telephones	Express	Unclassified	Trade	Wholesale	Retail	Finance	Service	Public Administration	Recreational	Laundry, Dyeing and Cleaning	Personal, Domestic and Business	Professional	Unclassified	TOTAL	
																														5	
									25	23				2									1	1						27	
			1	1					69	59	1		7	2					7	6	1		5	4			1			104	
									11	10	1																			11	
	1		21	13		6	2	1	37	7	4	1	2	21	1		1		18	7	11		31	28			1	2	5	193	
	1		3			3		1	55	3	52												5	5						5	
			4			4			9		9												2	1			1			21	
	2		29	14		9	6	2	206	102	5	54	11	30	3		1		25	13	12		44	39			3	2	5	470	
																			1		1									17	
																			1		1									4	
																			1		1									21	
	2	1	30	28			2	3	8	5		3							1	1		3	2	1			1			72	
			2	2				2	7		1	11							1		1									16	
			1	4	2	1	1	2	13	1	1	7							1		1		4	2			2			64	
			2	2				2	7		1	7							2	1	1		2	1						7	
			2	2				2	7		1	7							2	1	1		4	4			1			13	
	1		12	7			5		1			1							1		1		1	1						16	
			1	1															1		1		2	1						21	
			2	2			1												1		1		2	1						12	
			1	1															1		1		1	1						6	
	1	2	2	56	46	1	9	7	31	6	2	22			1				8	3	5	3	16	11			3	2	1	233	
																															2
	1			20	12		5	3	2	16	7		6	2	1				3	1	2	1	21	17		1	1	2		188	
									3	1		2							1		1		3	3						18	
									2				2						1		4	2	3	3						8	
			4	2		1	1																1	1						26	
								1											1				2	1		1				4	
	1		2	2															1	1										15	
1	1		26	16		6	4	3	21	8		8	4	1					6	2	4	3	30	25		2	1	2		261	
7	11	3	163	114		25	24	40	285	127	8	92	11	37	7	2	1		56	22	34	8	108	87	1	3	8	9	8	1,440	

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA, BY PROVINCES AND INDUSTRIES¹

Industry	1947 ²										1946 ³												
	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	
Agriculture	4	3	10	52	6	18	18	6	117	1	5	4	15	60	8	6	15	5	119				
Logging	5	8	21	53	2	15	81	185	145		3	9	23	42	3	1	8	56					
Fishing and Trapping ¹	5	11	2	1	1	11	30	41	41		7	3	1	10	2	2	18	41					
Mining, Non-Ferrous Smelting and Quarrying	7	1	36	74	2	3	24	41	188	26	24	65	2	2	20	30	5	174					
Metaliferous mining.....	142	34	32	72	2	2	34	6	142	19	57	2	1	26	5	109		109					
Coal mining.....	33	25	1	4	2	1	4	1	33	5	8	1	1	1	1	49		49					
Non-metallic mineral mining and quarrying, n.e.s. ¹	13	5	65	104	2	1	11	51	252	1	20	11	71	163	9	4	11	56	345				
Manufacturing	1	1	3	3	1	2	1	1	8	2	4	13	2	1	3	25		25					
Vegetable foods, drink and tobacco.....	1	1	3	3	1	2	1	1	7	1	1	1	1	1	1	3		3	10				
Animal foods.....	1	1	3	3	1	2	1	1	7	1	1	1	1	1	1	3		3	10				
Textiles and clothing.....	1	1	3	3	1	2	1	1	7	1	1	1	1	1	1	3		3	10				
Leather, fur and products.....	1	1	3	3	1	2	1	1	7	1	1	1	1	1	1	3		3	10				
Rubber products.....	1	1	3	3	1	2	1	1	7	1	1	1	1	1	1	3		3	10				
Saw and planing mill products.....	5	3	9	7	1	3	28	2	56	6	6	12	2	2	2	2	4	34					
Wood products.....	2	1	15	16	1	1	5	2	13	1	1	6	7	1	1	2	1	22	54				
Pulp, paper and paper products.....	2	1	15	16	1	1	5	2	13	1	1	6	7	1	1	2	1	22	54				
Printing and publishing.....	3	1	12	49	1	4	1	4	34	3	24	32	1	1	1	2	1	3	63				
Iron, steel and products.....	3	1	12	49	1	4	1	4	70	8	13	51	1	1	1	6	1	8	81				
Non-ferrous metal products.....	3	1	5	3	3	3	3	3	8	8	1	8	1	1	1	1	1	1	10				
Non-metallic mineral products.....	2	1	4	2	2	2	2	2	7	2	7	13	3	2	1	1	1	2	28				
Chemical and allied products.....	2	1	4	2	2	2	2	2	7	2	7	13	3	2	1	1	1	2	28				
Shipbuilding.....	2	1	2	1	1	1	1	1	7	1	5	1	3	3	2	2	2	8	20				
Miscellaneous products.....	1	1	1	1	1	1	1	1	3	3	3	3	3	3	3	3	3	3	4				
Construction	1	10	6	36	61	4	5	13	163	2	2	1	34	63	9	4	5	12	132				
Buildings and structures.....	1	5	27	47	3	4	5	17	114	2	1	1	26	44	7	3	4	5	93				
Railway.....	5	1	4	10	1	2	8	2	25	1	4	7	1	1	1	1	1	1	21				
Highway and bridge.....	1	4	10	1	1	6	2	1	24	1	4	12	1	1	1	1	1	1	18				
Miscellaneous.....	1	5	1	4	1	1	1	1	40	1	1	1	4	11	1	1	1	1	22				
Electricity, Gas, and Water Production and Supply	1	6	14	53	131	19	6	15	285	2	11	11	38	86	13	20	14	42	237				
Transportation and Public Utilities	3	7	28	49	13	4	7	16	127	6	5	16	44	11	12	9	20	122					
Street and electric railways.....	3	7	28	49	13	4	7	16	127	6	5	16	44	11	12	9	20	122					
Water transportation.....	3	6	13	56	3	1	12	1	92	2	4	13	12	1	14	4	5	5	8				
Air transportation.....	1	1	7	15	3	2	3	5	37	1	2	2	8	20	2	5	3	8	45				
Local and highway transportation.....	1	1	7	15	3	2	3	5	37	1	1	1	1	1	1	1	1	1	10				
Storage.....	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1	1	3				
Telegraphs and telephones.....	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1	1	3				
Express.....	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1	1	3				
Unclassified.....	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1	1	3				

Trade	1	6	26	2	3	18	56	3	4	10	26	1	4	2	53							
Wholesale.....	1	6	12	2	2	6	22	2	3	2	11	1	2	1	23							
Retail.....	1	6	14	1	1	12	34	1	1	8	15	1	2	1	30							
Finance			5	1	2	2	8			2	2	2	1	1	3							
Service			7	8	15	15	108	2	4	26	37	1	4	9	99							
Public administration.....	1	4	3	7	55	8	1	108	2	4	26	37	1	4	12							
Recreational.....	1	4	1	6	42	7	27	2	3	21	23	3	6	7	68							
Laundering, dyeing and cleaning.....			1	1	1	1	3	1	1	1	4	1	1	4	1							
Personal, domestic and business.....			1	1	5	1	8	1	1	3	3	3	3	4	14							
Professional establishments.....			1	6	1	1	9	1	1	1	7	1	1	1	12							
Unclassified			3	2	3	3	8	1	1	1	3	1	1	1	7							
Total	9	65	44	249	581	46	43	107	294	2	1,440	9	83	48	247	568	47	48	85	238	5	1,378

¹Includes accidents to seamen, fishermen and airmen on Canadian craft; only any such accidents occurring outside of Canada are assigned to province from which craft were operated. For quarterly reports of accidents see the Labour Gazette for May, August and November, 1947, and January-February, 1948. ²Preliminary figures. ³Revised figures for 1946.

TABLE H-3.—FATAL INDUSTRIAL ACCIDENTS IN CANADA BY MAIN INDUSTRY GROUPS 1928-1947

	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
1928.....	194	176	43	260	201	250	34	353	64		102		1,077
1929.....	156	235	54	234	250	298	40	326	58		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		97		1,188
1932.....	154	73	30	123	116	124	21	196	51		83	1	974
1933.....	111	91	36	112	103	65	15	161	48		83		808
1934.....	151	114	47	144	103	118	20	165	52		86		1,000
1935.....	124	116	38	175	133	103	25	184	44		86		1,009
1936.....	127	133	57	181	112	105	23	240	45	2	86		1,107
1937.....	156	149	52	201	157	170	23	227	46	1	65	2	1,247
1938.....	156	143	30	253	136	154	19	166	44		66		1,267
1939.....	162	148	29	169	110	133	25	181	44		70		1,071
1940.....	127	177	34	175	144	173	25	236	55		65		1,208
1941.....	144	178	24	262	176	176	30	317	65		93		1,553
1942.....	107	170	34	199	315	227	21	318	44	1	84		1,510
1943.....	99	151	40	213	310	154	16	234	59	1	79		1,465
1944.....	109	137	34	158	271	100	17	264	53	1	59		1,203
1945.....	114	166	20	188	260	127	24	232	52		88	5	1,345
1946.....	119	145	41	174	246	132	22	237	53		99	7	1,378
1947.....	117	185	30	188	232	163	40	288	56	8	108	8	1,440

¹ Preliminary Figures.

TABLE H-4.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1947, BY MONTHS AND INDUSTRIES

Industry	1947												Total, 1947	Per Cent of Total	Total, 1946	Per Cent of Total	Number Gainfully Employed, Latest Census
	January	February	March	April	May	June	July	August	September	October	November	December					
Agriculture	2	5	5	5	11	7	17	16	23	13	12	1	117	8.1	119	8.6	1,081,994 ^a
Logging	14	19	16	15	12	21	16	12	21	11	12	16	185	12.8	145	10.5	93,850 ^b
Fishing and Trapping	1	1	2	2	11	4	1	2	.....	4	2	.....	30	2.1	41	3.0	67,711 ^c
Mining, Non-Ferrous Smelting and Quarrying	13	8	15	29	13	24	13	19	19	18	10	7	188	13.1	174	12.6	96,230 ^d
Metaliferous mining.....	12	6	13	22	9	20	8	14	11	15	8	4	142	9.9	109	7.9	49,684
Coal mining.....	1	2	2	6	4	2	5	3	4	1	2	1	33	2.3	49	3.5	29,159
Non-metallic mineral mining and quarrying, n.e.s.	1	2	2	6	4	2	5	3	4	1	2	1	33	2.3	49	3.5	8,318
Structural materials.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	13	0.9	16	1.2	9,089
Manufacturing	20	20	20	20	14	13	27	31	28	27	13	19	252	17.5	346	25.1	1,119,372 ^e
Vegetable foods, drink and tobacco.....	1	1	.....	2	.....	1	1	1	.....	1	1	.....	8	0.5	25	1.8	111,821
Animal foods.....	2	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	10	0.5	10	0.7	56,631
Textiles and clothing.....	.....	1	1	1	.....	1	1	.....	.....	.....	.....	.....	7	0.5	10	0.7	158,148
Leather, fur and products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	0.2	3	0.2	41,322
Rubber products.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	0.2	3	0.2	23,490
Saw and planing mill products.....	3	7	8	4	3	3	3	1	7	8	4	5	56	3.9	54	3.9	57,062
Wood and paper products.....	1	2	1	1	1	2	4	5	5	4	2	3	34	2.4	63	4.6	60,608
Printing and publishing.....	1	.....	.....	5	1	2	4	5	4	2	3	3	13	0.9	19	1.4	38,576
Iron, steel and products.....	8	6	8	4	7	4	6	11	7	4	2	3	70	4.9	81	5.9	321,719
Non-ferrous metal products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	8	0.6	8	0.6	43,117
Chemical and allied products.....	3	1	1	2	.....	1	1	3	1	1	.....	.....	20	1.4	28	2.0	88,350
Non-metallic mineral products.....	1	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	11	0.8	7	0.5	60,723
Shipbuilding.....	1	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	11	0.8	20	1.5	48,118
Miscellaneous products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	0.2	4	0.3	24,956
Construction	5	13	9	15	9	19	12	15	19	18	20	9	163	11.3	132	9.6	112,562 ^f
Buildings and structures.....	5	6	6	12	8	14	10	8	17	12	11	5	114	7.9	93	6.8	.....
Railway.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Highway and bridge.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Miscellaneous.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Electricity, Gas, and Water Production and Supply	3	1	2	3	4	5	3	3	6	4	5	1	40	2.8	22	1.6	21,283 ^g

Transportation and Public Utilities	15	25	46	12	21	29	16	32	40	13	19	17	285	19-8	237	17-2	180,603 ⁵
Steam railways.....	6	13	14	3	11	12	10	14	15	5	13	11	127	8-8	123	8-9	20,091 ⁵
Street and electric railways.....	3	5	27	1	5	14	1	8	19	4	3	2	92	0-5	5	0-4	32,764 ⁵
Water transportation.....	3	5	27	1	5	14	1	8	19	4	3	2	92	6-4	5	3-3	4,430 ⁵
Air transportation.....	4	5	3	3	3	3	5	5	5	1	2	3	37	0-8	45	0-4	58,874 ⁵
Local and highway transportation.....	2	5	1	3	2	1	5	5	5	1	2	3	37	2-6	10	3-3	10,285 ⁵
Storage.....	2	5	1	3	2	1	5	5	5	1	2	3	37	0-5	10	0-7	41,773 ⁵
Telegraphs and telephones.....	1	1	1	1	1	1	1	1	1	1	1	1	2	0-1	3	0-2	7,430 ⁵
Express.....	1	1	1	1	1	1	1	1	1	1	1	1	1	0-1	1	0-1	
Unclassified.....																	
Trade	6	4	2	2	5	4	3	9	7	6	5	3	56	3-9	53	3-9	465,120 ⁵
Wholesale.....	3	2	2	2	1	1	1	5	6	2	2	1	22	1-5	23	1-7	112,931
Retail.....	3	2	2	2	4	4	3	4	1	4	3	2	34	2-4	30	2-2	352,189
Finance	1	1	1	1	1	1	2	2	1	1	1	1	8	0-6	3	0-2	89,665 ⁵
Service	6	8	5	7	9	14	12	2	8	14	13	10	108	7-5	99	7-2	792,340 ⁵
Public Administration.....	4	8	4	3	7	10	10	2	6	13	10	10	87	6-0	68	4-9	192,874
Recreational.....	1	1	1	1	1	1	1	1	1	1	1	1	1	0-1	4	0-3	17,519
Laundry, dyeing and cleaning.....	1	1	1	1	1	1	1	1	1	1	1	1	3	0-2	1	0-1	27,711
Personal, domestic and business.....	1	1	1	1	3	3	1	1	1	1	1	1	8	0-6	14	1-0	352,221
Professional establishments.....	1	1	1	3	2	1	1	1	1	2	2	2	9	0-6	12	0-9	264,015
Unclassified	1	1	1	1	1	1	1	1	2	2	1	1	8	0-5	7	0-5	45,915 ⁵
Total	86	105	123	111	110	141	121	147	169	131	113	83	1,440	100-0	1,378	100-0	

¹ Preliminary figures.
² Revised figures.
³ Decennial Census, 1941.
⁴ Fishermen only; Annual Census of Industry, 1944.
⁵ Annual Census of Industry, 1945.
⁶ Annual

TABLE H-5.—INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL, IN CANADA, REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS

Province	Medical aid only ¹	Temporary disability	Permanent disability	Fatal	Total
1939					
Nova Scotia.....	3,482	7,715	582	44	11,823
New Brunswick.....	2,577	5,264	263	22	8,126
Quebec.....					53,651
Ontario.....	30,672	21,203	1,020	215	53,110
Manitoba.....	5,128	4,044	196	33	9,401
Saskatchewan.....	2,466	2,670	107	17	5,260
Alberta.....	5,211	6,483	101	37	11,832
British Columbia.....	11,994	14,915	735	132	27,776
Total.....					180,979
1942					
Nova Scotia.....	7,601	9,530	570	77	17,778
New Brunswick.....	3,930	7,356	215	34	11,535
Quebec.....					96,888
Ontario.....	74,642	40,985	1,950	309	117,886
Manitoba.....	7,548	5,929	265	45	13,787
Saskatchewan.....	3,114	3,516	108	28	6,766
Alberta.....	8,924	9,586	107	63	18,680
British Columbia.....	35,904	28,476	901	194	65,475
Total.....					348,795
1943					
Nova Scotia.....	7,459	8,756	616	100	16,931
New Brunswick.....	3,926	7,175	225	29	11,355
Quebec.....					90,564
Ontario.....	72,532	46,670	1,692	343	121,237
Manitoba.....	7,287	6,369	244	48	13,948
Saskatchewan.....	3,162	3,615	121	23	6,921
Alberta.....	9,035	10,176	411	78	19,700
British Columbia.....	34,919	32,521	979	216	68,635
Total.....					349,291
1944					
Nova Scotia.....	7,558	8,561	543	63	16,725
New Brunswick.....	3,933	7,201	206	25	11,365
Quebec.....					84,308
Ontario.....	66,819	40,191	2,210	286	109,506
Manitoba.....	7,182	6,163	251	34	13,630
Saskatchewan.....	3,010	3,626	122	26	6,784
Alberta.....	9,353	9,379	506	48	19,286
British Columbia.....	27,757	31,504	1,057	145	60,463
Total.....					322,067
1945					
Nova Scotia.....	6,748	9,219	515	55	16,537
New Brunswick.....	3,309	7,652	200	32	11,193
Quebec.....					82,724
Ontario.....	61,298	39,741	2,321	333	103,693
Manitoba.....	7,277	5,885	284	31	16,180
Saskatchewan.....	3,069	4,305	123	12	7,509
Alberta.....	6,171	12,546	363	74	19,154
British Columbia.....	25,718	28,871	1,128	137	55,854
Total.....					312,844
1946					
Nova Scotia.....	6,623	10,361	469	57	17,510
New Brunswick.....	4,824	8,183	237	31	13,275
Quebec.....					90,900
Ontario.....	76,411	43,426	2,440	246	122,523
Manitoba.....	8,021	6,461	279	34	18,097
Saskatchewan.....	4,167	5,160	161	21	9,509
Alberta.....	9,467	13,186	351	64	23,068
British Columbia.....	29,387	29,279	1,113	168	59,947
Total.....					354,829
1947 ²					
Nova Scotia.....	7,232	8,660	93	41	16,026
New Brunswick.....				33	15,620
Quebec.....					96,135
Ontario.....	77,283	38,744	1,006	159	117,192
Manitoba.....	8,419	6,770	293	35	18,995
Saskatchewan.....	4,032	4,717	119	16	8,884
Alberta.....	10,500	14,900	375	89	25,864
British Columbia.....	40,556	33,083	1,203	176	75,018
Total.....					373,734

(1) Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for this compensation. The period varies in the several provinces; figures not reported by some boards.

(2) Preliminary figures.



CANADA

DEPARTMENT OF LABOUR
Research and Statistics Branch

STRIKES AND LOCKOUTS IN CANADA DURING 1947

with Information for Certain Other Countries

Issued as a Supplement to THE LABOUR GAZETTE, April, 1948

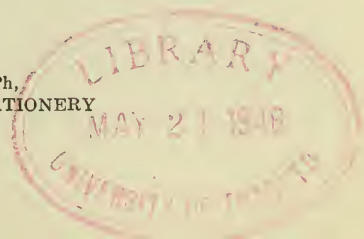
Minister - - - HONOURABLE HUMPHREY MITCHELL

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OTTAWA

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1948



STRIKES AND LOCKOUTS IN CANADA DURING 1947

The number of strikes and lockouts recorded in Canada during 1947 showed little change as compared with the preceding year, but the number of workers involved was only about 75 per cent and the time loss about 50 per cent of the 1946 totals.

More than one-half the idleness during the year resulted from the prolonged strike of coal miners in Nova Scotia and New Brunswick, and about one-fifth from the strike of packinghouse workers across Canada.

During the year there were 236 strikes and lockouts in existence. These involved 104,120 workers and caused a time loss of about 2,400,000 man-days. Comparable figures for the preceding year are 228 strikes and lockouts, 139,474 workers and more than 4,500,000 man-days of idleness.

The total amount of time lost due to strikes in 1947 was about one-quarter of one per cent of the estimated working time, based on the number of non-agricultural wage and salary workers, as compared with about one-half of one per cent in the preceding year. Each wage and salary worker in the average lost about three-quarters of a day in 1947 and about one and one-half days in 1946. The average loss of time for each worker involved in stoppages, while much lower than in 1946, was much greater than in any other year since 1925.

Analysis of Statistics, 1947

Other strikes causing a large amount of time loss, in addition to the two mentioned above in coal mining and meat packing, included fishermen in Nova Scotia, metal miners in Quebec and Manitoba, shoe factory workers at Montreal, P.Q., paper products factory workers at Chambly, P.Q., textile factory workers in various centres in Quebec, furniture factory workers at Hanover, Ont., and Vancouver and Victoria, B.C., metal factory workers at Ottawa and Weston, Ont., and Burnaby and Vancouver, B.C., and street railway workers in several cities in British Columbia.

An analysis of the statistics shows that strike activity tends to be greatest during periods of great industrial activity, particularly when inflationary forces are at work as at present and during and after World War I. The year 1946 was one of recon-

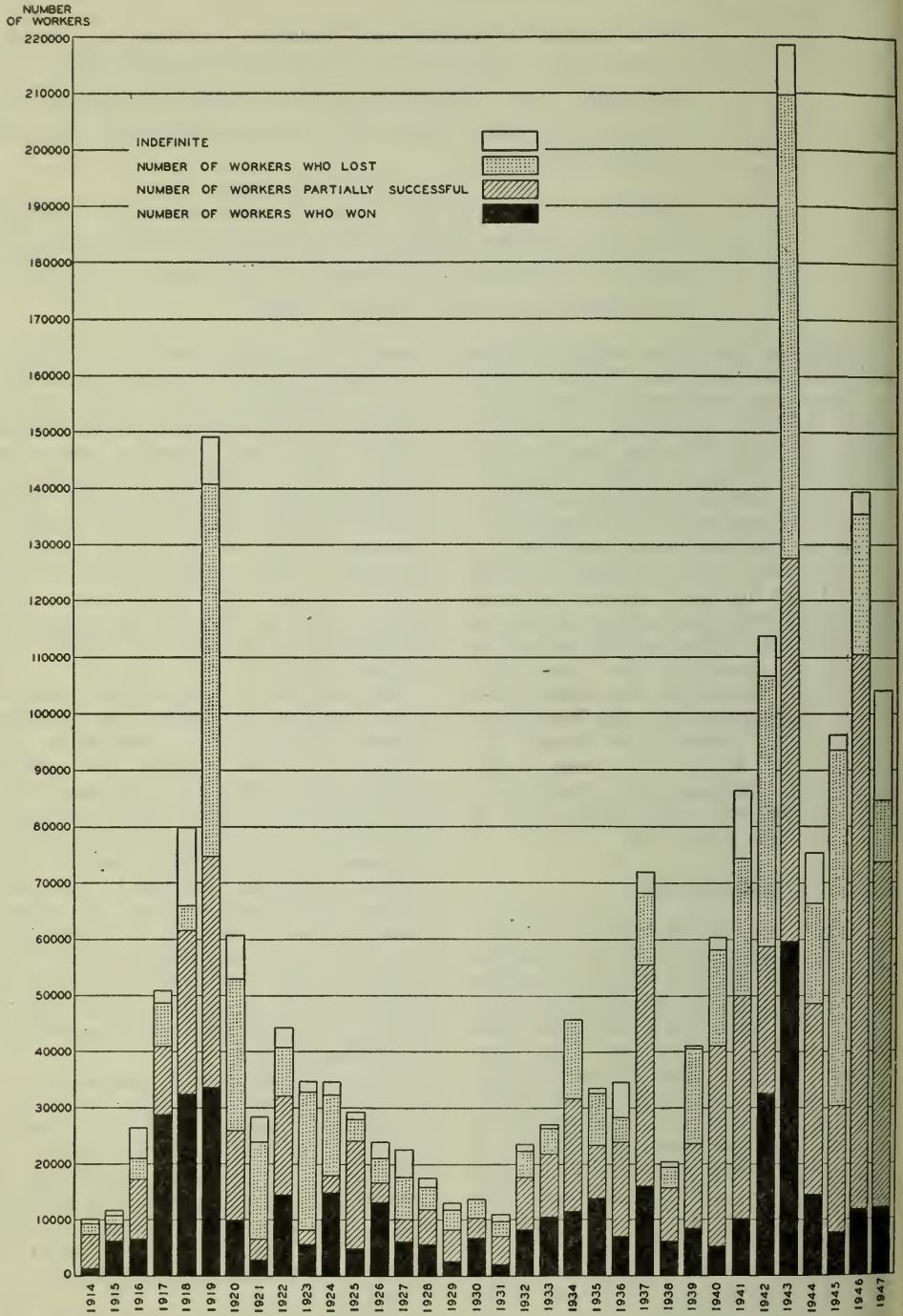
version to peacetime activity. Controls on wages and prices were relaxed and the upward pressures on both were greatly increased. Weekly earnings declined when weekly hours and overtime pay were reduced, with the result that demands for increases in wage rates were made in order to maintain take-home pay and to offset increases in the cost of living. In 1947, industrial activity continued at a high level. The cost of living advanced more rapidly than in the previous year and demands were renewed for further increases in wages.

The great variety and complexity of the issues involved in strikes and lockouts present difficulties in classification for statistical purposes. There are usually several issues involved in each case, some of which appear to be vital and others for negotiating purposes. The demand for increases in wages, often linked with various questions involving unionism, working conditions, etc., was a central issue in most of the important stoppages in 1947. About two-thirds of the total number during the year involved wage increases as an important cause. About 90 per cent of the total time loss resulted from these demands.

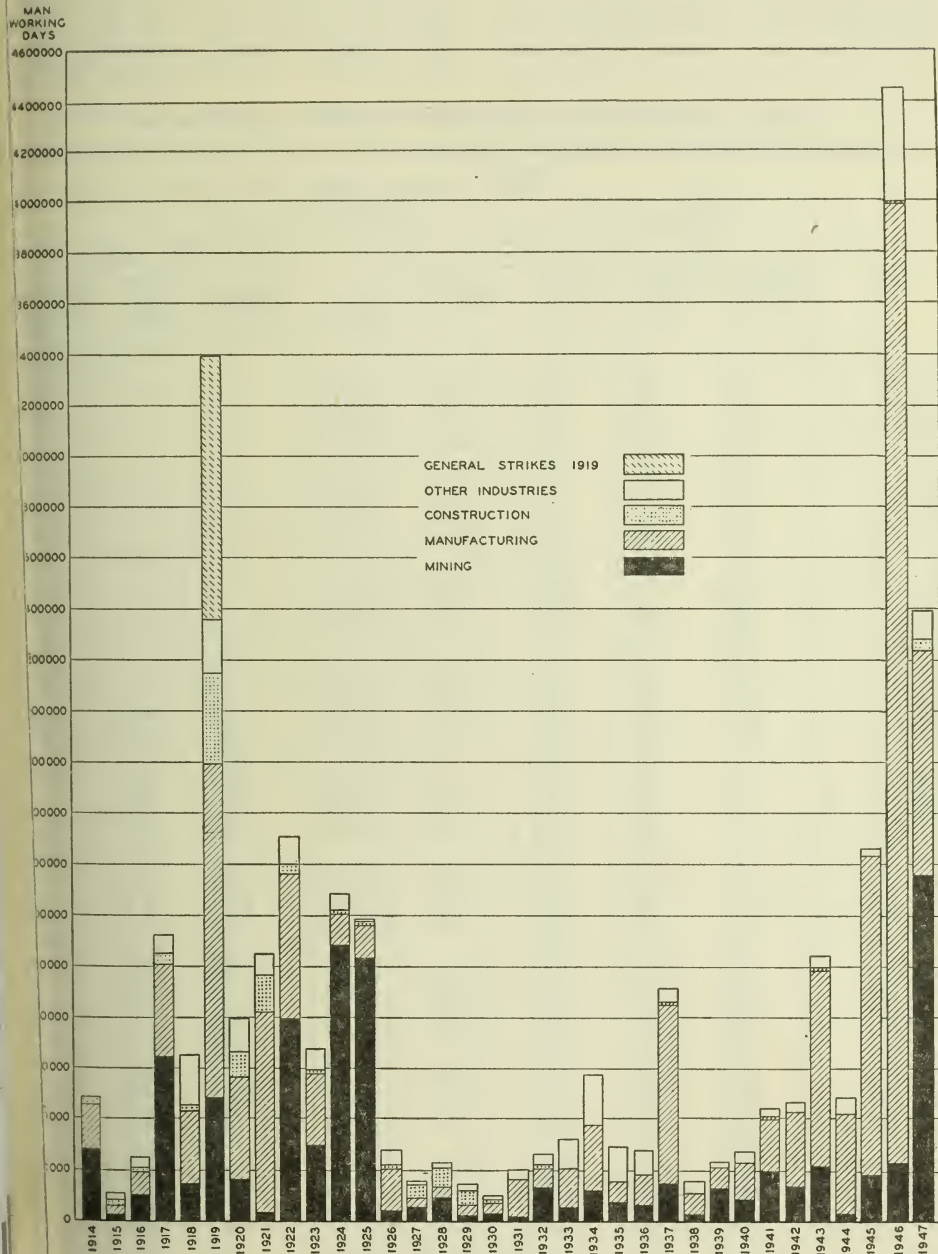
Of the 236 strikes and lockouts during the year, about one-quarter ended in favour of the workers and about the same proportion in favour of the employers, while about 40 per cent resulted in a compromise or partial gain for the workers. Most of the important strikes were in this latter group, involving about 60 per cent of the total workers and four-fifths of the time loss.

Employment in the manufacturing group of industries is, of course, much greater than in any other. In recent years the time loss due to strikes and lockouts has

RESULTS OF STRIKES AND LOCKOUTS ACCORDING TO NUMBER OF WORKERS INVOLVED EACH YEAR 1914—1947



LOSS IN MAN-WORKING DAYS THROUGH STRIKES AND LOCKOUTS BY GROUPS OF INDUSTRIES EACH YEAR 1914—1947



been greater in this group than in all others combined. The year 1947 was an exception. The prolonged strike of coal miners throughout the fields in the Maritime Provinces, combined with a few others of relatively little importance in both eastern and western coal fields, caused more than 50 per cent of the total idleness for the year. In manufacturing the time loss was 36.6 per cent of the total; transportation, 3.1 per cent; metal mining, 1.9 per cent; construction, 1.8 per cent; and fishing and

trapping, 1.3 per cent. In the manufacturing group more than one-half the time loss resulted from a strike of workers in meat-packing plants across Canada, although substantial losses were recorded in the textile and metal products industries.

The record for 1947 shows that, as usual, more than 50 per cent of the strikes and lockouts involved fewer than 100 workers in each case. These caused only about two per cent of the loss resulting from all

TABLE I.—STRIKES AND LOCKOUTS IN CANADA BY YEARS, 1901-1947

Year	Number Beginning During the Year	Strikes and Lockouts in Existence During Year						
		All Industries						
		Number of Strikes and Lockouts	Number of Employers	Number of Workers Involved	Time Loss			
					In Man-Working Days	Average Per Wage and Salary Earner	Average Per Worker Involved	Per cent of Estimated Working Time
1901.....	97	99	285	24,089	737,808			
1902.....	124	125	532	12,709	203,301			
1903.....	171	175	1,124	38,408	858,959			
1904.....	103	103	591	11,420	192,890			
1905.....	95	96	332	12,513	246,138			
1906.....	149	150	965	23,382	378,276			
1907.....	183	188	950	34,060	520,142			
1908.....	72	76	178	26,071	703,571			
1909.....	88	90	372	18,114	880,663			
1910.....	94	101	1,233	22,203	731,324			
1911.....	99	100	533	29,285	1,821,084			
1912.....	179	181	1,321	42,860	1,135,786			
1913.....	143	152	1,077	40,519	1,036,254			
1914.....	58	63	261	9,717	490,850			
1915.....	62	63	120	11,395	95,042			
1916.....	118	120	332	26,538	236,814			
1917.....	158	160	758	50,255	1,123,515			
1918.....	228	230	782	79,743	647,942			
1919.....	332	336	1,967	148,915	3,400,942	1.79	22.84	0.6
1920.....	310	322	1,374	60,327	799,524	0.42	13.25	0.1
1921.....	159	168	1,208	28,257	1,048,914	0.66	37.12	0.2
1922.....	89	104	732	43,775	1,528,661	0.95	34.92	0.3
1923.....	77	86	450	34,261	671,750	0.39	19.61	0.1
1924.....	64	70	435	34,310	1,295,054	0.76	37.75	0.2
1925.....	86	87	497	28,949	1,193,281	0.69	41.22	0.2
1926.....	75	77	512	23,834	266,601	0.14	11.19	0.0
1927.....	72	74	480	22,299	152,570	0.08	6.84	0.0
1928.....	96	98	548	17,581	224,212	0.11	12.75	0.0
1929.....	88	90	263	12,946	152,080	0.07	11.75	0.0
1930.....	67	67	338	13,768	91,797	0.04	6.67	0.0
1931.....	86	88	266	10,738	204,238	0.10	19.02	0.0
1932.....	111	116	497	23,390	255,000	0.15	10.90	0.0
1933.....	122	125	617	26,558	317,547	0.20	11.96	0.0
1934.....	189	191	1,100	45,800	574,519	0.33	12.54	0.1
1935.....	120	120	719	33,269	288,703	0.16	8.68	0.0
1936.....	155	156	709	34,812	276,997	0.15	7.96	0.0
1937.....	274	278	630	71,905	886,393	0.44	12.33	0.1
1938.....	142	147	614	20,395	148,678	0.08	7.29	0.0
1939.....	120	122	243	41,038	224,588	0.11	5.47	0.0
1940.....	166	168	894	60,619	266,318	0.12	4.39	0.0
1941.....	229	231	658	87,091	433,914	0.17	4.98	0.0
1942.....	352	354	492	113,916	450,202	0.16	3.95	0.0
1943.....	401	402	651	218,404	1,041,198	0.35	4.77	0.0
1944.....	195	199	400	75,290	490,139	0.16	6.51	0.0
1945.....	196	197	418	96,068	1,457,420	0.49	15.17	0.0
1946.....	225	228	1,299	139,474	4,516,393	1.49	32.38	0.0
1947.....	232	236	1,173	104,120	2,397,340	0.77	23.02	0.0
Total.....	7,051	*7,209	*31,930	*2,185,390	37,095,332			

* In this table figures for strikes and lockouts extending over the end of the year are counted more than once.

strikes. Eleven strikes, involving more than 1,000 workers in each case, caused about 80 per cent of the time loss.

As frequently occurs, a few strikes which were of relatively long duration and involved large numbers of workers, caused the greatest proportion of time loss. More than 80 per cent of the strikes were settled within 25 days. These involved, in the aggregate, about 60 per cent of the workers, but being of relatively short

duration caused less than 20 per cent of the time loss. Ten stoppages, which lasted between 50 and 100 days in each case, caused more than 50 per cent of the time loss. These involved about 18 per cent of the workers. The average time loss per worker involved in strikes and lockouts was 23 days in 1947, 32 days in 1946, 15 days in 1945 and less than eight days in each of the preceding seven years.

TABLE II.—NUMBER OF STRIKES AND LOCKOUTS IN CANADA BY INDUSTRIES, 1901-1947*

Year	Industries†										Total
	Agriculture	Log-ging	Fishing and Trapping	Mining, etc.		Manu-facturing‡	Con-struction‡	Trans- portation and Public Utilities	Trade	Service	
				Coal	Other						
1901...		1	1	2	3	59	17	13	1	2	99
1902...		1	1	3	2	62	33	21	2	2	125
1903...			1	7	2	81	50	27		7	175
1904...			2	4	1	63	21	6	2	4	103
1905...	2			10	4	49	19	10		2	96
1906...				13	2	79	33	20		3	150
1907...			1	13	4	78	56	26		9	188
1908...				7	3	37	21	7	1		76
1909...			3	13	2	32	23	11		1	90
1910...				3	3	47	33	13	2		101
1911...				6	2	37	33	17	1	4	100
1912...		1		2	5	59	76	28	1	8	181
1913...			2	4	6	58	48	23	1	10	152
1914...				3	1	27	23	4		5	63
1915...				9	2	35	6	5		6	63
1916...				8	3	57	16	29	3	4	120
1917...				21	4	72	24	32	1	6	160
1918...				46	2	94	18	47	2	19	230
1919...		19	1	20	6	160	52	30	10	24	336
1920...		28		35	11	143	50	27	5	22	322
1921...	2	2	1	10	4	98	33	9	2	7	163
1922...		2	2	21		36	25	9	1	8	104
1923...		2		23	5	32	10	11		3	86
1924...		1	1	15		28	16	3		6	70
1925...			2	17	1	43	17	5		2	87
1926...		4		16	1	36	13	4		3	77
1927...		2	1	20		19	24	4		4	74
1928...		5	1	14		45	28	3		2	98
1929...		3		8	2	41	27	3	1	4	100
1930...		2	2	15		21	20	3		4	67
1931...		3	3	9		43	13	3		14	88
1932...		11	2	33		54	10			6	116
1933...	1	14	1	21	1	66	11	3	4	3	125
1934...	1	17	1	26	2	112	7	10	4	11	191
1935...	5	2	4	17	3	58	8	14	3	6	120
1936...	1	6	3	20	2	81	10	15	1	17	156
1937...	2	7	1	44	5	145	25	16	7	26	278
1938...	1	4	8	25	1	74	14	9	5	6	147
1939...		1	1	48	2	43	11	4	4	8	122
1940...		1	5	65	5	59	15	7	4	7	168
1941...		1		45	3	131	23	13	4	11	231
1942...	2	5	1	53	8	219	31	15	4	15	354
1943...		6		111	9	222	12	24	7	16	\$402
1944...		2		46	3	120	6	13	3	6	199
1945...				39	3	126	7	12	4	6	197
1946...		2	3	42	8	122	15	20	8	9	\$228
1947...		1	2	11	5	133	33	23	8	20	236
Total...	17	156	58	1,043	139	3,536	1,121	651	106	368	7,209

* In this table, figures for strikes and lockouts extending over the end of year are counted more than once.
 † Two groups in which few strikes occurred are not shown in this table; they are: Finance—1929, one strike; 1942, one strike; Miscellaneous—1907, one strike; 1918, two strikes; 1919, 14 strikes (general strike); 1920, one strike.
 ‡ In this table the manufacturing group now includes shipbuilding since 1901; prior to 1942 shipbuilding had been in the construction group.
 § In 1943 two strikes involved workers in five industries; in 1946, one strike involved workers in two industries.

Ninety-one of the 236 strikes and lockouts were settled by direct negotiations of the parties concerned, a larger proportion than in other recent years. The settlement of 86 strikes was by various government agencies. Of this number 50 were settled by conciliation alone. Conciliation was a factor in obtaining settlement in 29 others which were referred to various boards or to arbitration.

Analyses of the statistics under various headings are given in the accompanying tables.

Compilation of Statistics

Since its establishment toward the end of 1900 the Department of Labour has maintained a record of strikes and lockouts in Canada, publishing in the LABOUR

TABLE III.—WORKERS INVOLVED IN STRIKES AND LOCKOUTS IN CANADA BY INDUSTRIES, 1901-1947*

Year	Industries†										Total
	Agriculture	Logging	Fishing and Trapping	Mining, etc.		Manufacturing‡	Construction‡	Transportation and Public Utilities	Trade	Service	
				Coal	Other						
1901...		100	8,000	1,760	1,125	4,919	2,595	5,547	4	39	24,089
1902...		30	30	510	.....	3,852	3,427	4,800	34	26	12,709
1903...			4,100	5,410	299	12,198	7,232	8,845	.....	324	38,408
1904...			870	184	360	5,151	3,449	1,295	29	82	11,420
1905...	850		.....	5,564	281	2,350	1,541	1,813	.....	114	12,513
1906...				4,549	215	7,925	8,261	2,374	.....	58	23,382
1907...			75	8,990	3,119	9,151	5,852	6,376	.....	491	34,060
1908...				3,541	408	10,211	3,354	8,547	10	.....	26,071
1909...			1,171	8,618	490	2,851	3,241	1,703	.....	40	18,114
1910...				2,950	399	6,854	7,418	4,540	42	.....	22,203
1911...				9,890	65	5,318	8,580	4,949	150	333	29,285
1912...		33	620	2,243	2,085	9,515	20,798	7,012	30	524	42,860
1913...			6,220	4,837	2,008	12,102	10,651	4,459	18	224	40,519
1914...				2,500	75	4,887	1,879	253	.....	123	9,717
1915...				2,753	2,700	4,242	227	1,340	.....	133	11,395
1916...				11,270	2,500	7,260	1,602	3,104	380	422	26,538
1917...				17,379	2,310	17,857	2,425	9,470	37	776	50,255
1918...				22,920	1,663	29,105	1,556	17,748	38	6,556	79,743
1919...		2,741	11	10,130	3,438	58,039	14,611	12,574	1,171	1,801	148,913
1920...		3,012	.....	12,128	2,080	24,129	10,069	6,727	586	1,477	160,327
1921...	590	345	100	1,456	189	19,727	3,940	1,172	130	608	28,257
1922...		250	985	26,475	.....	10,397	1,868	3,628	25	147	43,775
1923...		437	.....	20,814	1,906	7,483	980	2,572	.....	69	34,261
1924...	1,800	573	.....	21,201	.....	6,818	1,049	133	.....	2,736	34,310
1925...		980	.....	18,672	11	7,584	1,499	131	.....	72	28,949
1926...		1,750	.....	8,445	35	11,857	1,208	515	.....	24	23,334
1927...		770	300	16,653	.....	930	3,238	.....	.....	82	22,239
1928...		1,006	1,500	5,033	.....	5,503	4,298	132	.....	109	17,581
1929...		1,075	.....	3,045	70	2,868	5,606	204	36	31	12,946
1930...		170	700	6,228	.....	4,939	1,367	278	.....	86	13,768
1931...		236	1,000	2,129	.....	5,406	549	451	.....	967	10,738
1932...		1,435	3,200	8,540	.....	8,811	1,307	.....	.....	97	23,390
1933...	1,200	5,383	250	3,028	400	15,569	254	322	98	54	26,558
1934...	93	5,889	50	11,461	1,373	25,150	454	465	116	749	45,800
1935...	2,175	2,132	1,330	6,131	638	14,568	379	5,502	69	255	33,269
1936...	1,100	2,605	2,840	8,581	74	15,061	685	3,291	17	558	34,812
1937...	78	3,010	800	15,477	2,060	46,344	1,286	1,441	188	1,221	71,905
1938...	10	870	1,848	5,054	12	7,610	729	2,519	1,489	254	20,395
1939...		70	15	31,102	231	7,901	683	265	563	208	41,038
1940...		50	1,855	31,223	429	17,018	1,053	6,816	1,404	771	60,619
1941...		300	.....	38,136	3,340	37,833	4,781	1,566	193	937	87,091
1942...	426	604	3,260	19,670	2,738	80,037	3,889	2,233	61	774	113,916
1943...		632	.....	59,017	535	139,656	785	8,712	202	8,865	218,404
1944...		90	.....	11,180	864	53,093	427	7,434	105	2,047	75,290
1945...		.....	.....	27,422	470	62,788	380	4,322	445	241	96,068
1946...		19,000	800	21,414	5,687	86,315	894	3,645	437	682	139,474
1947...		50	750	45,467	1,799	41,357	6,091	4,434	880	3,292	104,120
Total..	6,522	55,875	44,233	611,180	48,481	981,044	168,548	176,125	8,987	39,479	2,185,390

* In this table figures for strikes and lockouts extending over the end of the year are counted more than once.

† Two groups in which few strikes occurred are not shown in this table; they are: Finance—1929, 11 workers; 1942, 224 workers; Miscellaneous—1907, 6 workers; 1918, 157 workers; 1919, 44,399 workers (general strike); 1920, 119 workers.

‡ In this table the manufacturing group now includes shipbuilding since 1901; prior to 1942 shipbuilding had been in the construction group.

GAZETTE each month a complete list of those in progress, so far as available, with particulars as to the nature and result of each strike. Early in each year a review of the previous year has been given, including statistical tables analysing the data, and since 1912 including a complete list of the disputes on record during the year. As the monthly statements in the LABOUR GAZETTE are necessarily of a

preliminary nature, the annual review constitutes the revised record for the year.

The annual review for 1930, appearing in the LABOUR GAZETTE, February, 1931, included summary tables back to 1901, the result of a revision of the record on the basis of the classification of industries adopted by the Dominion Bureau of Statistics and other government departments for official statistics. This classifi-

TABLE IV.—TIME LOSS IN MAN-WORKING DAYS IN STRIKES AND LOCKOUTS IN CANADA BY INDUSTRIES, 1901-1947

Year	Industries†										
	Agri- culture	Log- ging	Fishing and Trapping	Mining, etc.		Manu- facturing‡	Con- struction‡	Trans- portation and Public Utilities	Trade	Service	Total
				Coal	Other						
1901...		1,300	130,000	7,040	90,675	158,456	49,155	300,965	12	205	737,808
1902...		870	750	10,120		119,722	35,077	35,507	975	280	203,301
1903...			49,200	173,441	7,902	280,580	147,051	196,208		4,577	858,959
1904...			4,300	792	5,400	129,059	46,437	6,141	193	568	192,890
1905...	1,700			101,770	1,073	48,634	29,289	63,001		671	246,138
1906...				146,622	1,505	143,874	65,573	19,348		1,354	378,276
1907...			600	102,824	79,189	168,652	125,033	36,518		7,320	1,520,142
1908...				13,600	2,050	213,552	32,637	441,722	10		703,571
1909...			6,500	720,180	6,120	89,550	48,319	9,654		40	880,663
1910...				485,000	6,774	68,564	115,013	55,525	448		731,324
1911...				1,513,320	2,180	59,966	199,597	38,991	450	6,580	1,821,084
1912...		198	30,600	107,240	45,468	350,457	508,917	87,938	500	4,468	1,135,786
1913...			53,800	562,025	58,796	211,110	110,776	36,447	18	3,282	1,036,254
1914...				280,800	225	176,854	29,025	1,730		2,216	490,850
1915...				11,907	8,400	38,123	10,500	24,700		1,412	95,042
1916...				72,387	25,300	92,778	11,563	28,617	1,130	5,039	236,814
1917...				584,890	61,790	367,870	42,402	60,121	481	5,961	1,135,515
1918...				130,696	16,693	294,330	12,434	129,078	214	63,975	1,647,942
1919...		62,301	220	383,659	104,040	1,315,240	353,527	129,172	8,955	10,058	3,400,942
1920...		52,370		99,920	65,934	405,909	94,156	55,006	6,128	15,531	1,799,524
1921...	1,160	11,100	1,400	31,318	1,854	798,684	134,331	65,621	480	2,966	1,048,914
1922...		3,250	16,290	798,548		571,864	40,156	93,851	75	4,627	1,628,661
1923...		7,147		299,539	4,124	280,135	6,912	73,218		4,675	671,750
1924...		38,000	5,000	1,089,484		129,278	8,331	777		24,184	1,295,054
1925...		6,745	5,355	1,040,276	22	135,798	11,435	269		126	1,193,281
1926...		52,030		35,193	35	163,417	12,914	1,612		1,400	266,601
1927...		4,420	300	58,833		37,611	54,567	896		943	152,570
1928...		12,762	4,500	88,000		39,893	74,654	3,100		1,903	224,212
1929...		25,725		6,805	9,080	48,834	56,354	4,104	500	528	1152,080
1930...		640	12,400	24,183		40,035	12,367	602		1,520	91,797
1931...		2,250	11,400	11,523		149,214	3,346	20,900		5,605	204,238
1932...		9,890	29,500	132,766		75,175	7,257			412	255,000
1933...	1,500	105,190	6,500	33,019	14,000	150,634	3,186	875	2,383	260	317,547
1934...	93	193,558	250	91,459	26,700	252,009	2,272	629	778	6,771	574,519
1935...	6,745	35,090	14,660	65,707	7,771	82,038	846	74,696	288	861	288,703
1936...	4,000	31,305	40,950	56,042	724	125,666	1,301	12,052	50	4,907	276,997
1937...	58	26,575	1,600	112,826	26,520	687,510	7,376	14,458	4,156	5,314	886,393
1938...	85	1,750	22,744	21,366	36	81,939	728	9,517	3,439	7,074	148,678
1939...		210	40	111,274	10,800	80,962	1,414	325	18,864	699	224,588
1940...		200	12,070	68,763	7,540	151,081	2,026	15,087	6,668	2,883	266,318
1941...		4,000		109,069	82,620	207,180	12,662	4,224	760	13,399	433,914
1942...	278	974	10,000	66,318	63,211	296,135	4,266	5,439	74	2,407	1,450,202
1943...		7,287		204,980	3,334	777,661	1,920	18,958	718	26,340	1,041,198
1944...		145		28,507	864	401,385	1,212	45,426	334	12,266	490,139
1945...				183,102	396	1,238,901	2,948	28,096	3,220	757	1,457,420
1946...		450,000	8,360	43,854	185,622	3,760,299	6,997	52,338	3,743	5,182	4,516,393
1947...		150	31,000	1,314,334	45,443	877,077	44,362	74,271	1,231	9,472	2,397,340
Total...	15,619	1,140,687	510,289	11,630,321	1,080,210	16,373,995	2,582,619	2,377,780	67,276	276,418	37,095,332

† Two groups in which few strikes occurred are not shown in this table; they are: Finance—1929, 150 days; 1942, 1,100 days; Miscellaneous—1907, 6 days; 1918, 522 days; 1919, 1,033,770 days (general strike); 1920, 4,570 days.

‡ In this table the manufacturing group now includes shipbuilding since 1901; prior to 1942 shipbuilding had been in the construction group.

cation had been used for strikes and lockouts since 1921, and it was advisable to have the record for earlier years on the same basis. Other revisions to secure uniformity throughout the whole period were made.

The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical tables, therefore, strikes and lockouts are recorded together. In this discussion the word "strikes" is frequently used for convenience in place of "strikes and lockouts".

A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting one working day or more. Strikes of less than one day's duration and those involving less than six employees have not been included in the published record unless a time loss of 10 days or more is caused. A separate record of such strikes involving less than 10 days' time loss is maintained in the Department. During 1947 there were nine such strikes, involving 163 workers and causing a time loss of 38 man-days. In 1946, 12 were

(Continued on page 32)

TABLE V.—STRIKES AND LOCKOUTS, 1947, BY INDUSTRIES

Industry	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-Working Days	Per Cent of Total
Agriculture	1	0	50	0	150	0
Logging.....	1	4	50	0	150	0
Fishing and Trapping	2	9	750	7	31,000	1.3
Mining, etc. (1)	16	6.8	47,266	45.4	1,359,777	56.7
Coal.....	11	4.7	45,407	43.7	1,314,334	54.8
Other.....	5	2.1	1,799	1.7	45,443	1.9
Manufacturing	133	56.4	41,357	39.7	877,077	36.6
Vegetable foods, etc.....	10	4.2	939	9	16,279	7
Tobacco and liquors.....	2	9	50	0	1,053	0
Rubber and its products.....	1	4	560	6	300	0
Animal foods.....	3	1.3	13,928	13.4	465,253	19.4
Boots and shoes (leather).....	5	2.1	1,969	1.9	57,259	2.4
Fur, leather and other animal products.....	7	3.0	1,624	1.6	20,430	9
Textiles, clothing, etc.....	16	6.8	10,111	9.7	103,253	4.3
Pulp, paper and paper products.....	1	4	250	2	21,500	9
Printing and publishing.....	3	1.3	1,183	1.1	12,013	5
Miscellaneous wood products.....	25	10.6	2,594	2.5	46,098	1.9
Metal products.....	42	17.8	6,055	5.8	114,943	4.8
Ferrous.....	31	13.1	4,499	4.3	101,948	4.3
Non-ferrous.....	11	4.7	1,556	1.6	12,995	5
Shipbuilding (2).....	4	1.7	707	7	3,598	2
Non-metallic minerals, chemicals, etc.....	13	5.5	1,282	1.2	14,733	6
Miscellaneous products.....	1	4	105	1	365	0
Construction (1)	33	13.9	6,091	5.9	44,362	1.8
Buildings and structures.....	32	13.5	6,057	5.9	44,262	1.8
Railway.....	1	0.4	34	0	100	0
Bridge (1).....	1	0.4	34	0	100	0
Highway.....	1	0.4	34	0	100	0
Canal, harbour, waterway.....	1	0.4	34	0	100	0
Miscellaneous.....	1	0.4	34	0	100	0
Transportation and Public Utilities	23	9.7	4,434	4.3	74,271	3.1
Steam railways.....	5	2.1	3,106	3.0	64,971	2.7
Electric railways and local bus lines.....	5	2.1	201	2	1,855	1
Other local and highway transport.....	12	5.1	1,118	1.1	7,436	3
Water transport.....	12	5.1	1,118	1.1	7,436	3
Air transport (3).....	1	0.4	34	0	100	0
Telegraph and telephone.....	1	0.4	34	0	100	0
Electricity and gas.....	1	0.4	34	0	100	0
Miscellaneous.....	1	0.4	34	0	100	0
Trade	8	3.4	880	8	1,231	1
Finance	1	0.4	34	0	100	0
Service	20	8.5	3,292	3.2	9,472	4
Public administration (1).....	6	2.6	2,659	2.6	1,568	1
Recreation.....	1	0.4	50	0	200	0
Business and personal.....	13	5.5	583	6	7,704	3
Total	236	100.0	104,120	100.0	2,397,340	100.0

(1) Non-ferrous smelting is included with mining; erection of all large bridges is under bridge construction; water service is under public administration.

(2) Shipbuilding was included prior to 1942 under construction; see footnotes to Tables II, III and IV.

(3) No air transport group prior to 1943 as there were no strikes.

TABLE VI.—STRIKES AND LOCKOUTS, 1917, BY CAUSES AND RESULTS

Cause or Object	In Favour of Workers		In Favour of Employers		Compromise or Partially Successful		Indefinite or Unterminated		Total	
	Strikes and Lock-outs	Time Loss in Man-working Days	Strikes and Lock-outs	Time Loss in Man-working Days	Strikes and Lock-outs	Time Loss in Man-working Days	Strikes and Lock-outs	Time Loss in Man-working Days	Workers	Time Loss in Man-working Days
Wages (1)	36	10,273	27	5,763	74	46,966	19	19,069	156	86,448
Increase in wages.....	13	1,821	17	4,352	20	2,791	3	278	53	39,295
Decrease in wages.....	23	8,452	1	214	1	2,873	16	18,791	2	185
Increase in wages and reduced hours.....	1	13	9	1,197	53	41,302	1	1	101	64,000
Increase in wages and other changes (1).....	1	13	9	1,197	53	41,302	1	1	101	1,816,160
Hours of Labour	1	13	9	1,197	53	41,302	1	1	101	86,263
Reduced hours.....	1	13	9	1,197	53	41,302	1	1	101	1
Increased hours.....	1	13	9	1,197	53	41,302	1	1	101	13
Other causes affecting wages and working conditions	4	186	12	2,346	7	14,651	2	80	25	200
Recognition of union.....	40	9,771	14	2,294	56	41,311	19	18,954	129	88,513
Collective agreements—	1	55	14	2,294	56	41,311	19	18,954	1	1
First agreements, renewals and amendments.....	4	407	12	2,346	7	14,651	2	80	4	407
Closed shop, union shop, maintenance-of-membership, check-off, etc.....	2	245	6	876	2	96	16	18,791	4	1,300
Increase in wages and other changes (2).....	22	8,332	6	876	50	41,116	16	18,791	94	1,815,238
Decrease in wages and other changes.....	2	123	1	120	1	10	1	10	4	86,263
Employment of union members only (3).....	8	479	5	499	2	29	1	25	16	700
Discharge of workers for union activity or membership.....	1	40	2	799	1	60	2	138	6	1,550
Union jurisdiction (4).....	5	267	5	557	2	32	1	49	13	49
Other union questions (5).....	1	40	2	799	1	60	2	138	6	1,037
Discharge of workers (7) (8)	5	267	5	557	2	32	1	49	13	49
Employment of particular persons (7)	1	40	2	799	1	60	2	138	6	1,037
Sympathy	5	267	5	557	2	32	1	49	13	49
Unclassified	64	12,418	58	10,767	89	61,874	25	19,361	236	88,947
Total (2)	64	12,418	58	10,767	89	61,874	25	19,361	236	88,947

(1) The figures for the group "Increase in wages and other changes" under "Union Questions—Collective Agreements" are included in these totals and are therefore shown twice in the table but counted only once in the total, see footnote 2.

(2) The figures for this group are included in "Wages—Increase in wages and other changes", see footnote 1; in addition to increase in wages, other demands in negotiations for new agreements may include union security, reduced hours, changes in working conditions, vacations with pay, sick leave, pension plan, payment for statutory holidays, overtime rates, shift differential, etc.

(3) These totals are not the sum of the above group totals, see footnotes 1 and 2.

(4) Inter-union dispute caused 1 strike, involving 120 workers, with a time loss of 1,800 days.

(5) Inter-union disputes caused 4 strikes, involving 78 workers, with a time loss of 14,170 days.

(6) Union jurisdiction refers to disputes between unions as to the character or class of work which their respective members should perform, not to disputes re bargaining agency.

(7) Other than in connection with union questions.

(8) Including suspension and refusal to reinstate.

TABLE VII.—STRIKES AND LOCKOUTS, 1947, BY INDUSTRIES AND METHODS OF SETTLEMENT

Industry	Negotiations between Parties		Conciliation or Mediation		Reference to Labour Boards, Commissioners, etc.		Arbitration		Return of Workers		Replacement of Workers		Indefinite or Unterminated		Total	
	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers
Agriculture.....																
Logging.....																
Fishing and Trapping.....																
Mining, etc.....	4	14,610	1	14,919	3	15,478			2	750			1	50	1	50
Manufacturing.....	47	20,348	36	11,099	5	483			8	2,459					16	47,266
Clothing, textiles and leather (1).....	8	3,186	12	8,065			15	3,282	19	3,914	4	312	7	2,008	133	41,357
Metal.....	10	1,895		1,274	2	86	1	728	7	1,201	3	240	1	701	28	13,704
Shipbuilding (2).....	1	1,221	3	887											42	6,055
Other.....	10	15,217	12	1,083	3	397	9	1,293	9	1,522	1	72	6	1,307	4	20,891
Construction.....	22	4,636	3	503	1	46	2	620	3	193	1	13	1	80	33	6,091
Transportation and Public Utilities.....	6	258	5	3,204	5	684	1	44	2	119	3	50	1	75	23	4,434
Trade.....	3	172			2	101	2	596			1	11			8	880
Finance.....																
Service.....	9	473	5	301					3	2,448	3	70			20	3,292
Miscellaneous.....																
Total.....	91	40,497	(3)50	29,936	(4)16	16,792	(5)20	4,543	37	9,653	12	456	10	2,213	236	104,120

(1) Textiles, clothing, etc.; furs, leather and other animal products; boots and shoes (leather).
 (2) Shipbuilding was included prior to 1942 under construction; See footnotes to Tables II, III and IV.
 (3) Federal in one case; provincial in 48 cases; provincial and civic in one case.
 (4) Preceded by provincial conciliation in 12 cases.
 (5) Preceded by provincial conciliation in 17 cases.

TABLE VIII.—STRIKES AND LOCKOUTS, 1947, BY NUMBER OF WORKERS INVOLVED

Number of Workers Involved	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-Working Days	Per Cent of Total
Under 10.....	7	3.0	57	-1	583	-0
10 and under 50.....	76	32.2	2,097	2.0	16,039	-7
50 and under 100.....	57	24.1	4,066	3.9	37,413	1.6
100 and under 500.....	70	29.7	15,116	14.5	220,335	9.2
500 and under 1,000.....	15	6.4	8,336	8.5	167,720	7.0
1,000 and over.....	11	4.6	73,948	71.0	1,955,250	81.5
Total.....	236	100.0	104,120	100.0	2,397,340	100.0

TABLE IX.—STRIKES AND LOCKOUTS, 1947, BY TIME LOSS

Number of Man-Working Days Lost	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-Working Days	Per Cent of Total
Under 100.....	62	26.3	2,756	2.6	2,752	-1
100 and under 500.....	73	30.9	6,995	6.7	18,988	-8
500 and under 1,000.....	29	12.3	3,136	3.0	20,825	-9
1,000 and under 10,000.....	51	21.6	16,010	15.4	171,525	7.2
10,000 and under 50,000.....	16	6.8	27,695	26.6	320,750	13.3
50,000 and over.....	5	2.1	47,528	45.7	1,862,500	77.7
Total.....	236	100.0	104,120	100.0	2,397,340	100.0

TABLE X.—STRIKES AND LOCKOUTS, 1947, BY DURATION

Period of Duration	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-Working Days	Per Cent of Total
Under 5 days.....	109	46.2	28,698	27.6	51,540	2.2
5 days and under 10.....	43	18.2	11,843	11.4	78,871	3.3
10 days and under 15.....	20	8.5	18,781	18.0	210,356	8.8
15 days and under 20.....	7	3.0	469	-5	7,000	-3
20 days and under 25.....	13	5.5	4,091	3.9	89,673	3.7
25 days and under 50.....	19	8.1	17,246	16.6	568,460	23.7
50 days and under 100.....	10	4.2	18,664	17.9	1,246,025	52.0
100 days and over.....	4	1.7	1,024	1.0	58,250	2.4
Unterminated or carried over from previous year.....	11	4.6	3,304	3.1	87,165	3.6
Total.....	236	100.0	104,120	100.0	2,397,340	100.0

TABLE XI.—STRIKES AND LOCKOUTS, 1947, BY PROVINCES

Province	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-Working Days	Per Cent of Total
Nova Scotia.....	20	8.5	16,444	15.8	189,782	7.9
Prince Edward Island.....	2	.9	164	.2	190	.0
New Brunswick.....	10	4.2	1,624	1.6	15,755	.7
Quebec.....	51	21.6	20,070	19.3	236,733	9.9
Ontario.....	96	40.7	13,480	12.9	164,793	6.9
Manitoba.....	9	3.8	875	.8	22,856	.9
Saskatchewan.....	9	3.8	734	.7	9,302	.4
Alberta.....	11	4.6	1,243	1.2	14,742	.6
British Columbia.....	23	9.8	6,153	5.9	127,587	5.3
Interprovincial*.....	5	2.1	43,333	41.6	1,615,600	67.4
Total.....	236	100.0	104,120	100.0	2,397,340	100.0

* Prince Edward Island, 1 strike, involved 86 workers, with a time loss of 2,700 days; Nova Scotia, 4 strikes, 28,213 workers, 1,094,155 days; New Brunswick, 3 strikes, 1,437 workers, 64,400 days; Quebec, 1 strike, 2,261 workers, 75,700 days; Ontario, 2 strikes, 3,923 workers, 131,620 days; Manitoba, 1 strike, 2,988 workers, 100,100 days; Saskatchewan, 1 strike, 1,222 workers, 41,500 days; Alberta, 2 strikes, 2,218 workers, 74,300 days; British Columbia, 3 strikes, 985 workers, 31,125 days.

TABLE XII.—STRIKES AND LOCKOUTS, 1937-1947, BY MONTHS

Month	Number of Strikes and Lockouts Beginning in Month										
	1937	1938	1939	1940	1941	1942	1943	1944	1945	1946	1947
January.....	13	18	10	5	12	12	32	22	16	10	10
February.....	11	7	5	11	6	20	27	18	16	16	13
March.....	19	12	4	10	12	14	25	11	22	22	13
April.....	32	10	6	15	30	17	35	12	15	22	23
May.....	29	9	11	19	30	28	35	24	13	29	33
June.....	27	17	8	12	28	50	53	22	12	25	20
July.....	33	11	9	21	26	61	33	22	25	33	19
August.....	31	17	17	20	28	53	46	22	19	20	22
September.....	25	6	14	13	24	35	35	9	16	18	27
October.....	22	25	21	21	18	25	36	14	14	11	29
November.....	22	5	8	10	8	25	24	10	21	14	15
December.....	10	5	7	9	7	12	20	9	7	5	8
Year.....	274	142	120	166	229	352	401	195	196	225	232

Month	Number of Strikes and Lockouts in Existence During Month										
	1937	1938	1939	1940	1941	1942	1943	1944	1945	1946	1947
January.....	17	23	12	7	14	14	33	26	17	13	14
February.....	18	9	8	13	9	21	31	20	17	19	21
March.....	21	14	7	12	13	18	27	14	23	30	21
April.....	37	14	6	19	35	20	37	12	15	30	29
May.....	46	15	13	23	34	32	40	25	15	36	47
June.....	41	22	13	14	32	55	59	23	13	36	33
July.....	41	16	10	21	29	68	39	23	27	47	29
August.....	43	22	18	22	35	59	50	26	27	46	38
September.....	32	15	17	15	29	43	38	9	17	37	42
October.....	32	32	27	22	23	26	38	14	18	27	43
November.....	27	9	14	13	12	26	28	12	24	20	29
December.....	17	8	12	10	9	15	22	11	13	10	15
Year.....	*278	*147	*122	*168	*231	*354	*402	*199	*197	*228	*236

Month	Number of Workers Involved in New Strikes and Lockouts										
	1937	1938	1939	1940	1941	1942	1943	1944	1945	1946	1947
January.....	4,820	2,042	1,164	732	1,610	852	19,740	4,839	5,426	2,277	2,058
February.....	856	1,547	1,818	2,599	1,618	1,507	2,611	8,737	5,012	3,594	29,449
March.....	5,586	2,103	424	1,775	1,108	3,432	16,688	1,612	4,770	4,299	1,012
April.....	11,696	2,795	315	12,629	20,004	7,272	32,292	14,384	4,622	4,924	3,113
May.....	6,035	1,090	3,519	8,327	5,462	5,512	7,210	9,481	3,242	46,681	19,350
June.....	3,688	1,897	1,746	4,826	6,918	15,740	21,765	5,840	2,773	31,556	3,077
July.....	5,624	1,012	4,415	8,563	21,500	17,048	14,205	9,229	11,738	28,226	1,767
August.....	15,315	2,134	10,623	6,894	8,878	20,150	35,346	9,086	8,509	5,180	5,737
September.....	5,558	915	7,434	2,746	8,352	12,875	9,797	1,024	19,635	2,036	16,495
October.....	4,849	2,494	5,649	8,102	4,718	6,062	6,092	4,260	6,737	7,212	10,869
November.....	4,297	407	2,920	2,339	3,769	20,262	17,459	1,380	20,924	1,970	8,508
December.....	2,216	133	839	3,903	3,068	1,185	35,049	2,117	2,654	839	1,450
Year.....	70,540	18,569	40,866	60,435	87,025	111,903	218,284	71,989	96,042	138,794	102,885

Month	Number of Workers Involved in All Strikes and Lockouts in Existence										
	1937	1938	1939	1940	1941	1942	1943	1944	1945	1946	1947
January.....	6,185	3,868	1,336	916	1,676	2,865	19,860	8,140	5,452	2,957	3,293
February.....	2,236	1,627	2,622	3,041	1,819	3,007	5,239	8,782	5,023	3,769	32,552
March.....	5,826	2,258	1,598	1,981	1,189	3,777	16,993	1,669	4,800	6,097	17,070
April.....	12,771	2,871	315	13,839	20,460	7,483	32,496	14,384	4,622	7,117	9,988
May.....	10,393	1,741	3,728	8,590	5,975	6,507	15,306	22,827	3,336	47,855	35,893
June.....	7,531	2,516	2,355	6,837	7,547	16,275	23,321	5,980	2,926	70,600	19,101
July.....	7,083	1,428	4,420	8,563	22,170	21,736	15,679	9,571	11,975	50,429	3,105
August.....	18,556	2,375	11,823	6,923	13,314	21,434	35,645	12,585	13,190	42,506	7,255
September.....	7,521	2,132	8,190	3,057	10,773	13,357	10,305	1,024	19,819	33,451	21,528
October.....	6,571	3,233	6,496	8,130	5,511	6,107	6,361	4,260	25,868	33,425	26,759
November.....	6,277	675	4,863	3,657	4,740	20,439	18,172	1,662	31,054	7,915	14,775
December.....	3,851	267	1,666	9,953	5,688	1,488	35,227	2,632	19,911	2,256	3,387
Year.....	*71,905	*20,395	*41,038	*60,619	*87,091	*113,916	*218,404	*75,290	*96,068	*139,474	*104,120

Month	Time Loss in Man-working Days for All Strikes and Lockouts in Existence										
	1937	1938	1939	1940	1941	1942	1943	1944	1945	1946	1947
January.....	64,850	29,287	10,472	5,962	3,508	46,635	166,715	23,658	31,937	18,495	28,504
February.....	17,347	3,575	24,098	12,749	7,126	24,141	24,301	39,888	6,656	11,891	198,214
March.....	34,345	9,391	9,982	14,940	3,670	21,602	30,822	2,834	8,709	45,856	378,550
April.....	124,039	16,449	1,361	64,914	77,036	20,869	103,936	115,994	23,533	45,704	365,687
May.....	53,818	12,589	16,732	51,122	22,397	17,780	47,229	126,386	6,738	566,410	366,070
June.....	60,322	12,672	8,616	38,827	39,284	41,593	142,917	9,528	5,138	933,876	168,737
July.....	67,587	9,768	12,445	21,186	48,859	53,498	65,632	26,023	45,497	915,911	23,769
August.....	296,676	12,745	32,298	13,821	33,569	49,951	240,493	120,283	41,122	870,694	51,753
September.....	41,288	16,268	17,546	6,476	82,463	37,808	37,598	800	184,556	657,714	273,947
October.....	50,616	17,295	33,724	17,949	19,693	26,926	25,639	7,139	419,242	392,247	400,114
November.....	42,007	6,409	36,351	15,222	41,764	103,355	103,566	5,080	422,673	33,278	119,701
December.....	33,498	2,230	20,963	3,150	54,545	6,044	52,350	12,526	261,619	23,804	22,259
Year.....	886,93	148,678	224,588	266,318	433,914	450,202	1,041,198	490,139	1,457,420	4,516,393	2,397,340

* These figures relate to the actual number of strikes and lockouts in existence and the workers involved during the year, not being a summation in each case of the monthly figures.

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—In Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							Employers (†)	Workers		
LOGGING— Bush workers.....	Delray, Ont.....	Refusal to cut pulpwood on a piece-work basis	Unterminated.....	.....	Dec. 29.....	.....	1	50	150	3
								50	150	
FISHING AND TRAP- PING— Fishermen.....	Nova Scotia.....	For a union agreement providing for increased percentage of proceeds of catches	Return of workers.....	Employers.....	Dec. 30..... 1946	Mar. 24.....	30	500	25,000	69
Fishermen.....	Gulf of Georgia, B.C.	For increased prices for fish with a fixed minimum rate	Return of workers.....	Employers.....	Feb. 22.....	Mar. 24.....	17	250	6,000	25
							750	31,000		
MINING— Coal— Coal miners.....	Nova Scotia and New Brunswick	For a new agreement providing for increased wages and other changes	Two weeks' extension of contract pending reference to IDI Commissioner	Indefinite, see later strike	Jan. 31.....	Feb. 4.....	46	14,500	30,750	3
Coal miners.....	Nova Scotia and New Brunswick	For a new agreement providing for increased wages and other changes	Conciliation, federal, followed by negotiations	Compromise, see later strike	Feb. 15.....	May 26 for N.S. June 5 for N.B.	56	14,919	1,121,000	90
Coal miners.....	Drumheller, Alta...	Against penalty deductions from wages for quitting work before end of shift	Return of workers.....	Employer.....	Mar. 10.....	Mar. 11.....	1	94*1	94	1
Coal miners.....	Merritt, B.C.....	For increased wages.....	Return of workers and replacement	Employer.....	Apr. 1.....	May 5.....	1	18	380	23
Coal miners.....	Drumheller, Alta..	Dispute over bar screens.....	Negotiations.....	Workers.....	May 6.....	May 9.....	1	96	288	3
Coal miners.....	Nova Scotia.....	Alleged violation of terms of settlement of strike commencing Feb. 15-47 and terminating May 25-47 pertaining to re-employment of miners, allocation of work, and working conditions	Negotiations.....	Compromise.....	May 28.....	June 11.....	43	14,167	160,000	14
Coal miners.....	Glace Bay, N.S.....	Protest against method of bringing miners to the surface after the night shift	Return of workers.....	Employer.....	June 27.....	June 30.....	1	1,200	1,200	1
Coal miners.....	Nanaimo, B.C.....	In sympathy with strike of laundry workers at Nanaimo, B.C., commencing June 9-47	Return of workers.....	Employers.....	July 2.....	July 3.....	3	360	360	1
Coal miners, loaders..	New Waterford, N.S.	Dispute over placing mechanical equipment	Return of workers.....	Employer.....	Sept. 4.....	Sept. 8.....	1	21*2	30	1½

TABLE XIII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1947—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved—Employers (†) Workers	Time Loss in Man-Working Days	Duration in Working Days
MINING—cont.									
Coal—cont.									
Coal miners.....	Sydney Mines, N.S.	Dispute over rate for pushing coal from rooms after certain distance reached	Negotiations.....	Compromise.....	Oct. 4.....	Oct. 20.....	1 20* ³	160	8
Coal miners, brushers	New Waterford, N.S.	Dispute over new local contract for brushers	Return of workers.....	Employer.....	Oct. 16.....	Oct. 20.....	1 72* ⁴	72	1
							45,467	1,314,334	
<i>Other—</i>									
Gold and copper miners and smelter workers	Noranda, P.Q.....	For a new agreement providing for increased wages, check-off, shift differential, etc.	Reference to I.D.I. Commissioner	Compromise.....	Nov. 22, 1946	Feb. 10.....	2 650* ⁶	19,500	32
Gold miners.....	Bralorne, B.C.....	Against dismissal of union official for absenteeism	Return of workers.....	Employer.....	May 13.....	May 13.....	1 295	295	1
Copper and zinc mine and mill workers	Sherridon, Man.....	For a new agreement providing for increased wages and other changes, and against alleged discrimination	Return of workers pending certification of union as bargaining agency	Compromise.....	Aug. 13.....	Nov. 19.....	2 323	21,500	82
Basic refractories, mine and mill workers	Kilmar, P.Q.....	For a new agreement providing for increased wages	Negotiations.....	Compromise.....	Aug. 15.....	Aug. 29.....	1 327	3,750	12
Gold miners.....	Premier, B.C.....	For general assessment for check-off without individual signed authorization.	Return of workers.....	Employer.....	Nov. 13.....	Nov. 15.....	1 199	398	2
							1,799	45,443	
MANUFACTURING—									
<i>Vegetable Foods, etc.—</i>									
Food products factory workers	Vancouver, B.C.....	For a union agreement providing for increased wages, union security, vacations with pay, etc.	Negotiations.....	Compromise.....	Jan. 14.....	Feb. 21.....	1 15	430	30
Food products factory workers	Vancouver, B.C.....	Alleged discrimination in lay-off of 10 workers, for union recognition, increased wages and other changes	Employment conditions no longer affected by May 31-47	Indefinite.....	Mar. 19.....	†	1 25	700	56
Bakery workers.....	Toronto, Ont.....	For a union agreement providing for increased wages	Negotiations.....	Workers.....	May 1.....	May 8.....	20 75	450	6
Vegetable products factory workers	Port Credit, Ont...	For increased wages	Conciliation, provincial...	Compromise.....	May 1.....	July 8.....	1 230	5,850	56
Bakery workers.....	Regina, Sask.....	For a new agreement providing for increased wages, reduced hours and changes in working conditions	Conciliation, provincial...	Compromise.....	May 3.....	May 31.....	1 90	2,000	24

						1919	1920	1921
Bakery workers.....	Winnipeg, Man.....	For increased wages, guaranteed minimum wage for drivers, union shop, check-off, etc.	Winnipeg, Man.....	For new agreement providing for increased wages and reduced hours	Compromise.....	Sept. 5.....	Sept. 9.....	360
Vegetable products factory workers	Port Credit, Ont....	Alleged discrimination in dismissal of union officer	Port Credit, Ont....	Return of workers and replacement	Employer.....	Oct. 20.....	Nov. 5.....	1,750
	Candy factory workers	For a new agreement providing for increased wages, upgrading of workers, union security, increased vacations with pay, sick leave, etc.	Toronto, Ont.....	Conciliation, provincial, and negotiations	Compromise.....	Nov. 11.....	Dec. 15.....	4,350
Bakery workers.....	Vancouver, B.C.....	For implementation of award of arbitration board providing for increased wages and other changes in new agreement under negotiations	Vancouver, B.C.....	Unterminated.....	.....	Dec. 8.....	.....	370
	<i>Tobacco and Liquors—</i> Soft drink factory workers	Against dismissal of a worker and for increased wages and changes in working conditions	Winnipeg, Man.....	Negotiations.....	Workers.....	Apr. 16.....	May 12.....	153
Soft drink factory workers	Edmonton, Alta....	For implementation of award of arbitration board providing for increased wages in new agreement under negotiations	Edmonton, Alta....	Unterminated.....	.....	Dec. 1.....	.....	900
	<i>Rubber and Its Products (Including Synthetic)—</i> Rubber factory workers	For increased wages for workers in mechanical maintenance departments	Bowmanville, Ont..	Return of workers.....	Employer.....	May 27.....	May 27.....	300
<i>Animal Foods—</i> Meat packing plant workers	St. Boniface, Man....	Protest against transfer to certain jobs because of seniority, when two departments amalgamated	St. Boniface, Man....	Return of workers, followed by negotiations	Employer.....	Jan. 20.....	Jan. 22.....	128
	Dairy and poultry plant workers	For extension of existing agreement to October 30-47, with provision for increased wages and reduced hours	Melville, Sask.....	Negotiations.....	Compromise.....	July 16.....	Nov. 3.....	3,625
Meat packing plant workers	Prince Edward Island, Nova Scotia, New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan, Alberta, British Columbia	For a master agreement providing for increased wages and other changes.	Prince Edward Island, Nova Scotia, New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan, Alberta, British Columbia	Negotiations and conciliation, provincial	Compromise.....	Aug. 27.....	Oct. 24.....	461,500
								465,253

TABLE XIII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1947—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Lost in Man-Working Days	Duration in Working Days
							Employers (†)	Workers		
MANUFACTURING— <i>Con. Boots and Shoes (Leather)</i> — Shoe factory workers	Kitchener, Ont.....	For a union agreement providing for union shop, check-off, reduced hours, etc.	Negotiations.....	Compromise.....	Jan. 14.....	Feb. 13.....	1	36*9	830	21½
	Montreal, P.Q.....	Against dismissal of two workers..	Conciliation, provincial.....	Compromise.....	Feb. 20.....	Feb. 21.....	1	23	35	1½
	Shoe factory workers	For increased wages.....	Conciliation, provincial.....	Compromise.....	Apr. 14.....	Apr. 17.....	1	46	138	3
	Shoe factory workers	For implementation of award of conciliation board re increased wages.	Conciliation, provincial.....	Compromise.....	June 2.....	June 6.....	1	64*10	256	4
	Shoe factory workers	For union agreements providing for increased wages, reduced hours, union security, etc.	Negotiations in some cases, return of workers and replacement	Partially successful	Oct. 1.....	Dec. 10.....	13	1,800	56,000	54½
<i>Fur and Leather Products</i> — Tannery workers.....	Oshawa, Ont.....	Interpretation of clause in agreement covering stand-by pay	Conciliation, provincial.....	Compromise.....	Apr. 9.....	Apr. 11.....	1	205	400	2
	Tannery workers.....	For settlement of various grievances	Return of workers pending later negotiations	Indefinite, see later strike	May 27.....	May 29.....	1	30	50	1½
Fur factory workers.....	Montreal, P.Q.....	For increased wages.....	Conciliation, provincial.....	Indefinite.....	June 2.....	June 3.....	1	81	40	½
	Tannery workers.....	For increased wages and payment for four statutory holidays	Conciliation, provincial.....	Workers.....	July 30.....	Sept. 29.....	1	250	10,000	46½
Fur products factory workers	Toronto, Ont.....	For new agreements providing for increased wages	Negotiations.....	Compromise.....	Sept. 29.....	Oct. 7.....	64	470	3,375	7½
	Leather products factory workers	For new agreements providing for increased wages, reduced hours, union security, etc.	Negotiations.....	Compromise.....	Oct. 6.....	Oct. 27.....	9	550	6,500	13½
Fur processing factory workers	Toronto, Ont.....	For a union agreement providing for increased wages, reduced hours, payment for statutory holidays, etc.	Negotiations.....	Workers.....	Oct. 23.....	Oct. 29.....	1	38	65	1½
							1,969	57,259		20,430

Textile factory workers	Huntingdon, P.Q.	For increased wages	Negotiations and reference to arbitration	Compromise	Jan. 31	Feb. 6	1	72 ¹¹	190	3
Textile factory workers	Louiseville, P.Q.	For a union agreement providing for increased wages and other changes (under consideration by arbitration board)	Conciliation, provincial, and further reference to arbitration board	Indefinite, see later strike	Feb. 20	Feb. 24	1	683 ¹²	1,360	2
Clothing factory workers	Louiseville, P.Q.	For a union agreement providing for increased wages and other changes (under consideration by arbitration board)	Conciliation, provincial, and further reference to arbitration board	Indefinite, see later strike	Feb. 21	Feb. 24	1	100	380	2
Woolen mill workers	Huntingdon, P.Q.	For union shop clause in new agreement	Negotiations	Workers	Mar. 13	Mar. 13	1	230 ¹³	115	4
Clothing factory workers	St. Hyacinthe, P.Q.	For a union agreement providing for increased wages, closed shop etc.	Conciliation, provincial, and reference to arbitration	Workers	Mar. 31	May 28	1	80	2,800	44
Textile factory workers	Lachute Mills, P.Q.	For a new agreement providing for increased wages, union shop, two weeks' vacations with pay, and pay for six statutory holidays	Return of workers and replacement	Employer	Apr. 10	Sept. 12	1	530 ¹⁴	16,300	132
Clothing factory workers	Montreal, P.Q.	For implementation of award of arbitration board providing for increased wages, reduced hours, etc., in union agreement under negotiations	Conciliation, provincial	Workers	Apr. 18	Apr. 24	1	27	135	5
Textile factory workers	St. Johns, P.Q.	For a union agreement providing for increased wages and other changes	Conciliation, provincial	Compromise	June 4	July 14	3	500	16,000	33
Woolen mill workers	Brandon, Man.	For a union agreement providing for increased wages and other changes	Conciliation, provincial	Indefinite, settlement not reached by end of year	July 11	July 15	1	16	48	3
Textile factory workers, weavers	Cornwall, Ont.	Dissatisfaction over work load	Negotiations	Compromise	Aug. 1 and 8	Aug. 4 and 11	1	32 ¹⁵	64	2
Hosiery factory workers	Sherbrooke, P.Q.	Because of extreme heat	Return of workers	Employer	Aug. 13	Aug. 14	1	61	61	1
Textile factory workers	Louiseville, P.Q.	For a greater increase in wages than awarded by arbitration board	Conciliation, provincial	Workers	Sept. 10	Sept. 29	1	643 ¹⁶	7,500	12 ¹
Clothing factory workers	Louiseville, P.Q.	For a greater increase in wages than awarded by arbitration board and against dismissal of union officer	Conciliation, provincial	Workers	Sept. 10	Oct. 6	1	190	4,000	21 ¹
Textile factory workers	Granby, P.Q.	For a union agreement providing for increased wages, reduced hours, two weeks' vacations with pay, payment for statutory holidays, etc.	Conciliation, provincial, and reference to arbitration	Indefinite, settlement not reached by end of year	Oct. 6	Oct. 16	2	237	1,800	8
Knitting factory workers	Montreal, P.Q.	Intra-union dispute re bargaining agency	Return of workers and replacement	Employer	Oct. 6	Dec. 17	1	600	12,500	61
Textile factory workers	Drummondville, Magog, Montmorency, Sherbrooke, P.Q.	For new agreements providing for increased wages, reduced hours, etc., as recommended by arbitration board	Conciliation, provincial	Workers	Nov. 3	Nov. 11	4	6,020 ¹⁷	40,000	7
								10,111	103,253	

TABLE XIII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1917—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							Employers (†)	Workers		
MANUFACTURING— <i>Con.</i> <i>Pulp, Paper and Paper Products—</i> Paper products factory workers	Chambly, P.Q.	For implementation of award of arbitration board providing for increased wages, two weeks' vacations with pay, check-off, pay for seven statutory holidays, etc.	Employment conditions no longer affected by Oct. 31-47	Employer	Apr. 15	‡	2	250	21,500	168
								250	21,500	
<i>Printing and Publishing—</i> Compositors, etc.	Ottawa, Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C.	In sympathy with strike of compositors at Winnipeg, Man., commencing Nov. 8-45	Employment conditions no longer affected by Apr. 30-47	Employer	May 30, 1946	‡	5	70	2,000	64
Printing plant workers Printing pressmen	Elora, Ont. Toronto, Ont.	Against increased hours per week without increase in wages For a greater increase in wages than recommended by majority report of conciliation board, union security, increased vacations with pay, etc., in new agreements under negotiations	Negotiations	Workers	Oct. 2	Oct. 3	1	13	13	1
<i>Miscellaneous Wood Products—</i> Wood products factory workers Sawmill workers	Beresford, N.B. Penticton, B.C.	Protest against lay-off of union workers while non-union men kept on For a signed union agreement providing for increased wages, hours of work and other changes For decision as to date of termination of agreement For a change in time of starting work For a union agreement providing for increased wages, payment for statutory holidays, reduced hours, union shop, check-off, etc., and against alleged discrimination in lay-off of six workers	Negotiations	Workers	Jan. 17	Jan. 18	1	30	20	‡
Furniture factory workers Furniture factory workers Planing mill workers	St. Hyacinthe, P.Q. Montmagny, P.Q. Peterborough, Ont.		Return of workers	Employer	Feb. 18	Mar. 17	1	20*	460	23
Wood products factory workers	Grand Mere, P.Q.	Alleged discrimination in dismissal of two workers	Negotiations, provincial, and replacement	Employer	Mar. 8	Mar. 13	1	85	128	2‡
							1	60	270	4‡
							1	80	200	2‡
							1	60	740	13

TABLE XIII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1947—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Lost in Man-Working Days	Duration in Working Days
							Employers (1)	Workers		
MANUFACTURING—										
<i>Metal Products (Ferrous)</i>										
Metal factory workers	Ottawa, Ont.	For a new agreement providing for increased wages, vacations with pay, union security, etc.	Employment conditions no longer affected by October 31	Employer	Feb. 24	†	1	184*23	17,000	208½
Metal factory workers	Vancouver, B.C.	Against alleged discrimination in lay-off of 31 workers, for union recognition and a signed agreement	Negotiations	Workers	Mar. 11	Mar. 14	1	18*24	54	3
Metal factory workers	Cornwall, Ont.	Protest against reduction in wages; piece work, following change in one operation	Negotiations	Compromise	Mar. 14	Mar. 17	1	41	10	1
Metal factory workers	L'Assomption, P.Q.	Alleged discrimination in dismissal of 17 workers and inter-union dispute re bargaining agency.	Conciliation, provincial	Workers	Mar. 16	Mar. 20	1	40	120	3
Metal factory workers	St. Catharines, Ont.	For a union agreement providing for increased wages, reduced hours, pay for statutory holidays, union security, etc.	Conciliation, provincial	Workers	Mar. 20	Mar. 24	1	242	484	2
Foundry workers	Owen Sound, Ont.	For increased wages	Negotiations	Compromise	Apr. 1	Apr. 9	1	120*25	650	5½
Metal factory workers	Weston, Ont.	For increased wages	Conciliation, provincial and reference to arbitration	Compromise	Apr. 10	June 2	1	728*26	22,500	39½
Foundry workers, moulders	Sackville, N.B.	Allotment of work for one moulder	Return of workers	Employer	April 15	Apr. 23	1	55*27	330	6
Motor vehicle factory workers	Oshawa, Ont.	Alleged speed-up in production schedules	Negotiations	Employer	Apr. 29	May 5	1	150*28	690	4½
Farm implement factory workers	Brantford, Ont.	For change in wage rate and method of calculating pay for certain foundry workers	Negotiations	Employer	Apr. 29	May 11	1	24*29	234	9½
Metal factory workers	Ridgetown, Ont.	Misunderstanding of proposed wage increase	Return of workers	Employer	May 14	May 15	1	100	100	1
Sheet metal workers	Ottawa, Ont.	For increased wages	Negotiations	Workers	May 19	June 9	5	65*30	975	15
Metal factory workers	Fort Erie, Ont.	For increased wages	Negotiations	Workers	May 26	June 16	1	49	735	15
Steel products factory workers	Trenton, N.S.	For increased wages	Negotiations	Workers	May 28	May 29	1	55	55	1
Foundry workers	Cobourg, Ont.	For a new agreement providing for increased wages and other changes	Negotiations	Compromise	June 24	June 27	1	80	220	2½
Steel products factory workers	Oshawa, Ont.	For increased wages	Conciliation, provincial	Compromise	July 16	Aug. 13	1	84	1,600	20½
Moulders	North Sydney, N.S.	Protest against reversion to piece-work rates instead of hourly rates of pay	Negotiations	Employer	Aug. 1	Aug. 25	1	15*31	240	16

Iron and steel mill workers	Burnaby and Vancouver, B.C.	Underminated resumed at four mills in Vancouver on Oct. 23-47 following compromise settlement)	Aug. 21.....	6	701 ^{*32}	28,200	92
Foundry workers.....	Brookville, Ont.....	For new agreements providing for increased wages and other changes	Aug. 22.....	1	47	1,190	30
Metal factory workers	Windsor, Ont.....	For increased wages.....	Aug. 25.....	2	110	770	7
Metal factory workers	Hamilton, Ont.....	For a new agreement providing for increased wages, reduced hours, union security, etc.	Sept. 2.....	1	78 ^{*33}	1,150	151
Metal factory workers	Ridgetown, Ont.....	For a new agreement providing for increased wages, payment for statutory holidays, etc.	Sept. 9.....	1	120 ^{*34}	1,300	111
Metal factory workers	Peterborough, Ont.....	For a new agreement providing for increased wages, payment for eight statutory holidays, union shop, etc.	Sept. 12.....	1	221	1,200	51
Structural steel factory workers	Vancouver, B.C.....	For a new agreement providing for increased wages and union shop	Sept. 15.....	1	283 ^{*35}	7,000	25
Electrical apparatus factory workers	Kitchener, Ont.....	For increased wages.....	Sept. 30.....	1	20	40	2
Hardware factory workers	Belleville, Ont.....	Alleged discrimination in lay-off of 15 workers during transfer of machines to new building	Oct. 6.....	1	221 ^{*36}	7,200	41
Foundry workers.....	New Glasgow, N.S.	For a new agreement providing for increased wages	Oct. 8.....	1	73 ^{*37}	2,300	33
Farm implement factory workers	Pont Rouge, P.Q.....	For increased wages.....	Oct. 21.....	1	36 ^{*38}	72	2
Bicycle and sports equipment factory workers	Weston, Ont.....	For implementation of award of conciliation board providing for increased wages, union security, payment for four statutory holidays, off-shift premiums, etc.	Oct. 23.....	1	468	4,600	10
Foundry workers.....	Toronto, Ont.....	For a new agreement providing for increased wages	Oct. 29.....	1	42	900	221
Metal factory workers	Belleville, Ont.....	In sympathy with strike of hardware factory workers at Belleville on October 6-47	Nov. 5.....	1	29	29	1
<i>Metal Products (Non-Ferrous)</i> —					4,499	101,948	
Foundry workers.....	Sarnia, Ont.....	Protesting refusal of a worker to join union	Feb. 11.....	1	65	75	11
Costume jewelry factory workers	Toronto, Ont.....	For a union agreement providing for increased wages, two weeks' vacations with pay, and other changes	Feb. 20.....	1	30	810	27
Metal factory workers	St. Catharines, Ont.	For increased wages, pay for four statutory holidays, two weeks' vacations with pay, etc.	May 17.....	1	39	135	31
Metal factory workers	Montreal, P.Q.....	Protest against lay-off of ten workers	May 20.....	1	9	18	2

TABLE XIII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1917—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							Employers (†)	Workers		
MANUFACTURING—										
<i>Conc.</i>										
<i>Metal Products (Non-Ferrous)—Conc.</i>										
Electrical apparatus factory workers	Waterloo, Ont.	For increased wages and changes in working conditions	Negotiations	Compromise	June 5	June 10	1	43	172	4
Metal furniture factory workers	Montreal, P.Q.	Alleged discrimination in dismissal of six workers and for implementation of award of arbitration board providing for increased wages	Conciliation, provincial	Workers	July 31	Aug. 8	2	75 ²³⁹	375	6
Electrical apparatus factory workers	Toronto, Ont.	Alleged discrimination in lay-off of eighteen workers	Return of workers and replacement	Employer	Aug. 20	Sept. 30	1	47	1,000	32
Electrical apparatus factory workers	Toronto, Ont.	Protesting alleged reduction in piece-work earnings due to change in timing, etc.	Return of workers	Employer	Oct. 2	Oct. 2	1	531	60	1
Metal factory workers	Sarnia, Ont.	For a new agreement providing for increased wages and payment for statutory holidays, and against time study of operations and methods	Negotiations	Compromise	Oct. 3	Nov. 12	1	327	8,600	27
Jewelry factory workers	Toronto, Ont.	For new agreements providing for increased wages and 40-hour week during year instead of four summer months	Negotiations	Compromise	Oct. 17	Oct. 31	24	190	750	11
Wire cloth factory workers	Niagara Falls, Ont.	Alleged infraction of seniority and ability clauses in agreement in dismissal of two workers	Return of workers	Employer	Nov. 24	Dec. 1	1	200 ⁴⁰	1,000	5
<i>Shipbuilding—</i>										
Shipyards workers	Victoria, B.C.	Inter-union dispute over dismissal of eight steel checkers and hand-layers because they were not members of union holding bargaining rights	Negotiations	Employer	Apr. 10	May 1	1	120 ⁴¹	1,800	15
Plumbers and pipe fitters	Montreal, P.Q.	Against dismissal of two shop stewards during negotiations for a new agreement	Conciliation, provincial	Workers	Aug. 7	Aug. 12	1	240	720	3
Pipefitters, plumbers and joiners	Montreal, P.Q.	For a new agreement providing for increased wages	Conciliation, provincial	Compromise	Oct. 17	Oct. 23	1	329 ⁴²	1,050	31
Shipyards workers	St. Joseph, P.Q.	Alleged discrimination in dismissal of union officer	Conciliation, provincial	Workers	Nov. 3	Nov. 5	1	18	28	2
								707	3,598	

<i>Non-Metallic Minerals, Chemicals, etc.— Asbestos products factory workers</i>	St. Lambert, P.Q....	For dismissal of a worker and for payment for time lost by union officer during period of suspension	Conciliation, provincial, and reference to arbitra- tion	Compromise, provincial, union officer paid for time suspended	Apr. 7.....	Apr. 9.....	1	185	400	2½
Glass factory workers	Redcliff, Alta.....	For same wage increase for female workers as granted to male workers	Return of workers pending reference to arbitration	Indefinite, settlement not reached by end of year	May 10.....	May 10.....	1	180	70	3
Lime products factory workers	Saint John, N.B.....	For increased wages.....	Return of workers pending reference to arbitration	Compromise.....	May 15.....	May 17.....	1	46	105	2½
Fireclay products factory workers	Acton, Ont.....	Alleged violation of seniority in lay-off of nine workers	Partial return of workers; plant shut down for an unstated period	Indefinite.....	June 7.....	June 8.....	1	49	49	1
Tale and limestone pulverizing factory workers	Montreal, P.Q.....	Against dismissal of five workers.	Conciliation, provincial.....	Workers.....	July 3.....	July 4.....	1	21	21	1
Clay products factory workers	Medicine Hat, Alta.	For new agreements providing for increased wages, reduced hours, union shop, etc.	Conciliation, provincial, and reference to arbitra- tion	Indefinite, set- tlement not reached by end of year	July 7.....	July 9.....	2	155	250	2
Chemical factory workers	Medicine Hat, Alta.	Against dismissal of a union officer because of misunderstanding during negotiations for a union agreement	Conciliation, provincial.....	Workers.....	July 17.....	July 23.....	1	15	75	5
China and pottery factory workers	Medicine Hat, Alta.	For increased wages and reduced hours	Return of workers.....	Employer.....	Aug. 12.....	Oct. 24.....	1	214	8,500	62
Brick and tile factory workers	Medicine Hat, Alta.	For a new agreement providing for increased wages, reduced hours, union security, etc.	Conciliation, provincial, and reference to arbitra- tion board	Compromise.....	Aug. 19.....	Sept. 2.....	1	65	700	11
Asbestos products factory workers	St. Lambert, P.Q....	For a new agreement providing for increased wages and other changes	Conciliation, provincial, and return of workers pending vote re bargain- ing agency	Workers, new agreement signed with another union	Sept. 25.....	Oct. 21.....	1	185	3,800	21
Chemical factory workers	Falo, Sask.....	For a union agreement providing increased wages, reduced hours, time and one-half for overtime, etc.	Negotiations.....	Workers.....	Sept. 26.....	Oct. 2.....	1	35	155	5
Chemical factory workers	Bishopric, Sask.....	For a new agreement providing for increased wages and reduced hours	Negotiations.....	Compromise.....	Oct. 26.....	Nov. 4.....	1	84	560	7
Optical lens factory workers	Belleville, Ont.....	In sympathy with strike of hard- ware factory workers at Belleville on Oct. 6-47	Return of workers.....	Employer.....	Nov. 5.....	Nov. 6.....	1	48	48	1
<i>Miscellaneous Products— Sporting goods fact- ory workers</i>	Leaside, Ont.....	For increased wages.....	Negotiations and reference to arbitration	Compromise.....	Sept. 2.....	Sept. 8.....	1	105	365	3½
								1,282	14,733	
								105	365	

TABLE XIII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1917—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							Employers (f)	Workers		
CONSTRUCTION—										
<i>Buildings and Structures—</i>										
Labourers.....	Chatham, Ont.....	For increased wages.....	Return of workers and replacement	Employer.....	Jan. 17.....	Jan. 20.....	1	13	20	1½
Steel erectors.....	Montreal, P.Q.....	For increased wages.....	Negotiations.....	Workers.....	Feb. 18.....	Feb. 21.....	1	132	396	3
Carpenters.....	Cornwall, Ont.....	For increased wages.....	Negotiations.....	Workers.....	Mar. 31.....	Apr. 2.....	1	50	115	2½
Labourers.....	Medicine Hat, Alta.....	For increased wages.....	Negotiations.....	Workers.....	Apr. 1.....	Apr. 5.....	1	184	550	3
Plumbers.....	Windsor, Ont.....	Refusal of employers to come under existing agreement covering members of Master Plumbers' Association	Negotiations.....	Workers.....	Apr. 7.....	Apr. 14.....	9	35*48	175	5
Carpenters.....	St. Catharines, Ont.....	For a new agreement providing for increased wages	Negotiations.....	Workers.....	May 1.....	May 6.....	25	250	750	3
Plumbers and steam-fitters	Winnipeg, Man.....	For a new agreement providing for increased wages and reduced hours	Negotiations.....	Compromise.....	May 5.....	May 6.....	25	200*41	300	1½
Labourers.....	Windsor, Ont.....	For a union agreement providing for increased wages, time and one-half for Saturdays, closed shop, etc.	Conciliation, provincial, and reference to arbitration	Compromise.....	May 8.....	May 22.....	14	500*45	5,000	10
Hoisting engineers.....	Hamilton and Toronto, Ont.....	For new agreements providing for increased wages	Negotiations.....	Compromise.....	May 12.....	May 19.....	64	250*46	890	5
Carpenters.....	Brockville, Ont.....	For a new agreement providing for closed shop and increased wages	Conciliation, provincial, followed by negotiations	Workers.....	May 12.....	May 19.....	1	15	82	5½
Carpenters.....	Kingston, Ont.....	For a new agreement providing for increased wages	Negotiations.....	Compromise.....	May 12.....	May 21.....	30	325*47	2,275	7
Carpenters and helpers	Fort William and Port Arthur, Ont.....	For a new agreement providing for increased wages, reduced hours, union shop, and changes in working conditions	Negotiations.....	Compromise.....	May 19.....	June 5.....	50	400*48	5,200	13
Labourers.....	Toronto, Ont.....	For increased wages.....	Negotiations.....	Compromise.....	May 21.....	June 2.....	22	450	3,600	8
Carpenters.....	Saint John, N.B.....	For a union agreement, providing for increased wages, union shop, etc.	Conciliation, provincial, and return of workers pending further negotiations	Indefinite, see later strike	May 26.....	May 30.....	20	250*49	1,000	4
Electricians.....	Windsor, Ont.....	For increased wages and subsistence pay for jobs outside Essex County	Conciliation, provincial, and reference to arbitration	Compromise.....	May 27.....	June 4.....	12	120	720	6
Carpenters.....	Saskatoon, Sask.....	For a new agreement providing for increased wages, reduced hours, union security, etc.	Conciliation, provincial.....	Compromise.....	May 29.....	June 11.....	9	238	2,125	9½
Carpenters and labourers	Edmundston, N.B.....	For increased wages.....	Return of workers.....	Employer.....	June 9.....	June 12.....	1	136*50	400	3
Labourers.....	Magog, P.Q.....	For increased wages.....	Return of workers.....	Employer.....	June 9.....	June 16.....	1	40	200	5

Lathers.....	Windsor, Ont.....	For a union agreement providing for increased wages and other changes	Negotiations.....	June 9.....	June 17.....	10	17	100	6
Carpenters and labourers	London, Ont.....	For union agreements providing for increased wages	Negotiations.....	June 17.....	June 18.....	2	105	160	14
Labourers.....	Port Union, Ont.....	For two weeks' vacations with pay and transportation allowance for certain jobs	Negotiations.....	July 14.....	July 15.....	1	40	40	1
Carpenters.....	Cornwall, Ont.....	Re date of payment of agreed wage increase	Return of workers.....	July 17.....	Aug. 29.....	3	17	300	35½
Painters.....	Toronto, Ont.....	For employment of union painters only	Negotiations.....	Aug. 8.....	Aug. 8.....	1	58	29	½
Labourers.....	Cornwall, Ont.....	For a new agreement providing for increased wages and reduced hours	Negotiations.....	Aug. 20.....	Aug. 22.....	1	149 ⁴⁵	225	14
Carpenters.....	Saint John, N.B.....	For a union agreement providing for increased wages as recommended by conciliation board	Negotiations.....	Sept. 29.....	Oct. 23.....	15	350	7,000	20
Labourers.....	Cornwall, Ont.....	For a new agreement providing for increased wages and reduced hours	Negotiations.....	Oct. 10.....	Oct. 22.....	1	75	700	9½
Labourers.....	Port Union, Ont.....	For a union agreement providing for increased wages, two weeks' vacations with pay, transportation allowance, etc.	Negotiations.....	Oct. 14.....	Oct. 21.....	1	150	750	5
Building insulation workers	Toronto, Ont.....	For increased wages	Negotiations.....	Nov. 17.....	Nov. 24.....	5	161	700	6
Plumbers, steam-fitters and helpers	Montreal, P.Q.....	For a new agreement providing for increased wages and reduced hours	Negotiations.....	Nov. 17.....	Nov. 26.....	60	1,200	9,600	8
Structural steel workers	Montreal, P.Q.....	Inter-union dispute re bargaining agency	Conciliation, provincial and return of workers pending vote re union affiliation	Nov. 21.....	Dec. 1.....	1	46	250	5½
Carpenters and helpers	St. Stephen, N.B.....	For union agreements providing for increased wages, union security, etc.	Negotiations.....	Dec. 17.....	Dec. 22.....	2	21	50	3
Electricians.....	Montreal, P.Q.....	For a union agreement providing for increased wages and other changes	Unterminated.....	Dec. 22.....	Dec. 22.....	1	80	560	7
								6,057	
								44,262	
Canal, Harbour and Waterway—Carpenters and labourers	Borden, P.E.I.....	For increased wages.....	Negotiations.....	June 24.....	June 27.....	1	34	100	3
								34	100

TABLE XIII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1947—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved—Employers (f) Workers	Time Loss in Man-Working Days	Duration in Working Days
TRANSPORTATION AND PUBLIC UTILITIES— <i>Electric Railways and Local Bus Lines—</i> Bus drivers.....	Chatham, Ont.....	For increased wages and improved working conditions	Replacement.....	Employer.....	Dec. 27, 1946	Jan. 13.....	1 15	135	9
	Winnipeg, Man.....	For increased wages.....	Return of workers pending reference to Municipal and Public Utility Board	Workers.....	Jan. 6.....	Jan. 7.....	1 18	36	2
Electric railway, light and power plant workers	Cornwall, Ont.....	Protest against alleged delay in appointing chairman for arbitration board to consider disputed clauses in new agreement	Conciliation, provincial and civic	Workers, chairman appointed	Aug. 2.....	Aug. 4.....	2 100	200	2
Electric railway, light and power plant workers	Cornwall, Ont.....	For a greater increase in wages than awarded by arbitration board	Conciliation, provincial.....	Workers.....	Sept. 2.....	Sept. 9.....	2 100	600	7
Street railway workers	Nanaimo, New Westminster, Vancouver and Victoria, B.C.	For increased wages and reduced hours	Conciliation, provincial.....	Compromise.....	Oct. 20.....	Nov. 18.....	4 2,873* ²²	64,000	22½
<i>Other Local and Highway Transport—</i> Truck drivers.....	Moose Jaw, Sask....	For a new agreement providing for increased wages and other changes	Conciliation, provincial.....	Workers.....	Feb. 17.....	Feb. 19.....	2 6	12	2
	Windsor, Ont..... Sydney, N.S.....	For increased wages..... Against dismissal of eight drivers for allegedly collecting fares improperly	Negotiations..... Conciliation, provincial and reference to arbitration	Compromise..... Employer tenders that one driver be reinstated	May 31..... June 27.....	Sept. 3..... July 5.....	1 8 1 44	350 300	78 7
Taxi drivers.....	Toronto, Ont.....	Alleged discrimination in dismissal of five drivers and for increased wages	Return of workers pending certification of union as bargaining agency	Compromise.....	Aug. 12.....	Aug. 13.....	1 18* ²³	18	1
Truck drivers, helpers and warehouse men	Edmonton, Alta....	For a union agreement providing for increased wages and other changes	Conciliation, provincial.....	Workers.....	Aug. 12.....	Aug. 25.....	4 125	1,175	11
							201	1,855	

<i>Water Transport—</i> Seamen.....	Halifax, N.S.....	For settlement of various minor grievances	Reference to port committee	Mar. 6.....	Mar. 7.....	1	31 ⁵⁴	40	11
Seamen.....	Halifax, N.S.....	For increased wages.....	Return of workers pending certification of union as bargaining agency	Indefinite.....	Mar. 13.....	1	17 ⁴⁵	75	4
Freight handlers.....	Summerside, P.E.I.	For increased wages.....	Workers.....	May 12.....	May 12.....	1	130	90	3
Freight handlers.....	Three Rivers, P.Q.	For increased wages and against piecework rates instead of hourly rates of pay	Employer.....	June 17.....	June 18.....	1	56	86	2
Seamen.....	Fort William, Ont..	Against employment of non-union workers when union seamen not immediately available and alleged discrimination in dismissal of a seaman	Compromise.....	Sept. 8.....	Sept. 8.....	1	10	10	1
Seamen.....	Halifax, N.S.....	For improved living conditions aboard ship	Workers.....	Sept. 8.....	Sept. 9.....	1	30	30	1
Freight handlers, truck drivers, etc.	Newcastle, N.B.....	For a union agreement providing for increased wages and other changes	Return of workers pending certification of unions as bargaining agencies	Indefinite, settlement not reached by end of year	Sept. 11.....	9	600	6,000	11
Seamen.....	Halifax, N.S.....	Refusal of shipyard, at which freighters were tied up, to permit union agents to cross yard to board vessels	Negotiations.....	Sept. 22.....	Sept. 23.....	2	60	60	1
Seamen.....	Montreal, P.Q.....	For replacement of chief officer....	Replacement of workers.....	Sept. 23.....	Sept. 24.....	1	25	40	11
Seamen.....	Fort William, Ont..	For replacement of fire doors of boilers as safety measure following mishap	Negotiations.....	Oct. 16.....	Oct. 16.....	1	20	20	1
Seamen.....	Halifax, N.S.....	Alleged refusal to sail pending settlement of negotiations for wage increases	Return of workers.....	Nov. 27.....	Nov. 28.....	3	63	35	1
Ships' officers and seamen	Halifax, N.S., and British Columbia Ports	For new agreements providing for increased wages and other changes, and dispute over carrying arms to China	Unterminated.....	Dec. 22.....	.....	11	75	350	8
<i>Electricity and Gas—</i> Electricians and line-men	Bridgewater, N.S....	Against dismissal of superintendent	Return of workers' and replacement	Aug. 1.....	Aug. 2.....	1	9	9	1
TRADE— Seed packers.....	Brandon, Man.....	For payment of retroactive wage increase approved by Regional War Labour Board, and improved working conditions	Return of workers pending further reference to National War Labour Board	Workers.....	Jan. 30.....	1	60	300	5
Coal and building supplies handlers	Winnipeg, Man.....	For a union agreement providing for increased wages, vacations with pay, overtime rates, etc.	Negotiations.....	Compromise.....	Feb. 5.....	1	62	31	1

TABLE XIII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1917—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							Employers (†)	Workers		
TRADE—Contc. Tailors.....	Vancouver, B.C.....	For a union agreement providing for increased wages and other changes	Conciliation, provincial, and reference to arbitration	Compromise.....	Apr. 19.....	Apr. 24.....	11	36	115	3½
Flour, feed and coal handlers	Montreal, P.Q.....	For increased wages	Negotiations.....	Compromise.....	May 6.....	May 8.....	1	20 ⁵⁶	40	2
Retail grocery clerks...	Montreal, P.Q.....	For a union agreement providing for increased wages, union security, and other changes	Conciliation, provincial, and reference to arbitration board	Workers.....	Oct. 3.....	Oct. 3.....	27	560	400	¾
Coal handlers.....	Victoria, B.C.....	For increased wages	Negotiations.....	Workers.....	Oct. 17.....	Oct. 21.....	7	90	125	1½
Fuel and building supplies handlers	Windsor, Ont.....	Alleged discrimination in dismissal of two workers	Replacement.....	Employer.....	Nov. 6.....	Nov. 10.....	1	11	25	2½
Dairy workers, drivers, etc.	Cornwall, Ont.....	Alleged delay of conciliation board in negotiations for a union agreement providing for increased wages, vacations with pay, union security, etc.	Return of workers pending report of conciliation board	Indefinite, settlement not reached by end of year	Nov. 29.....	Dec. 3.....	4	41 ⁴³⁷	195	5
SERVICE— <i>Public Administration—</i> Civic workers.....	Sydney Mines, N.S.	Against suspension of two workers for neglect of duties and dismissal of another for cause	Negotiations.....	Compromise, suspension reduced to one week for two workers	Apr. 14.....	Apr. 18.....	1	9	32	3½
Civic workers.....	New Glasgow, N.S.	Protesting failure to appoint town engineer on a yearly basis	Return of workers.....	Employer.....	May 16.....	May 19.....	1	23	34	2
Labourers.....	Bridgewater, N.S.	For increased wages	Return of workers and replacement	Employer.....	May 19.....	May 20.....	1	25 ⁴⁸⁸	25	1
Public works employees	Montreal, P.Q.....	Protest against alleged delay of arbitration board in reaching decision on proposed wage increases	Return of workers.....	Employer.....	Sept. 18.....	Sept. 19.....	1	2,400	1,200	¾
Labourers.....	Liverpool, N.S.....	For increased wages.....	Return of workers and replacement	Employer.....	Oct. 9.....	Oct. 20.....	1	10	85	10½
Municipal workers...	Township of York, Ontario	Alleged delay in negotiations for a union agreement	Negotiations.....	Workers.....	Nov. 24.....	Nov. 25.....	1	192	192	1
Recreation— Lifeguards.....	Toronto, Ont.....	For increased wages.....	Return of workers and replacement	Employer.....	Aug. 9.....	Aug. 13.....	1	50	200	4
							880	1,231		

recorded, involving 344 workers, with a time loss of 53 days.

In tables I and XIII the number of employers involved is given. In strikes which involve large numbers of shops or factories, clothing, fur, furniture, etc., or building construction jobs, logging and fishing operations, etc., only the approximate number of employers is usually reported.

The figures in this report are inclusive of all strikes which come to the knowledge of the Department, and the methods taken to secure information practically preclude probability of omissions of a serious nature. As to duration of strikes, numbers of employees concerned, etc., it is not always possible to secure exact information but the estimates made in such cases is the result of painstaking methods in the collection of data, and it is believed that the statistics indicate the conditions with reasonable precision. The estimate of time loss is reached by multiplying the number of working days during which each strike lasted by the number of employees directly

involved from time to time, so far as known. The number of employees recorded for each strike is the number of those directly involved, that is on strike or locked out, and does not include those indirectly affected. The figures in the tables as to workers are therefore the number of those directly involved. In recent years, when the information was available, the numbers indirectly affected, if important, have been shown in footnotes to the table listing in detail the strikes and lockouts during the year. The workers indirectly affected in each strike are those in the establishment who are unable to continue work because of the stoppage but not participating in the strike.

Charts

The accompanying charts show the results of strikes according to the number of workers involved and the time loss in man-working days by groups of industries each year, for the period 1914 to 1947.

Canada and Other Countries

The accompanying tables give available information as to strikes and lockouts in certain countries since 1919, as compared with Canada, showing the number of strikes and lockouts, the number of workers involved and the time loss in man-working days. The countries included this year are restricted to those for which additional information has been received since publication of the yearly strike article in the *LABOUR GAZETTE* for March, 1947, p. 452. Throughout the year the latest available figures for each country are given in a monthly article in the *LABOUR GAZETTE*. The last extensive review of strikes and lockouts in Canada and other countries, some of which have not resumed publication of such statistics due to the dislocation of the war, was given in the *LABOUR GAZETTE* for March, 1940, p. 234.

In the different countries variations occur in the definition of strikes and lockouts and in the methods of compilation of statistics. In some countries figures as to strikes and lockouts are counted separately, but where possible, they have been included together in the tables here given. In some cases the number of strikes and lockouts shown for

the year is the number commencing during the year and in other cases it is the number in existence during the year, including those carried over from the previous year.

The figures published by some countries as to the number of workers involved show not only the number of workers directly involved but also the number of those indirectly affected, that is thrown out of work by strikes and lockouts to which they were not parties, but exact information on this point is not always given. In the tables given herewith, the column showing the number of workers involved includes figures for the numbers directly involved or the total number directly and indirectly involved according to the method adopted by the country concerned. For these reasons the figures for strikes and lockouts for the various countries are not exactly comparable.

Footnotes to the tables indicate the nature of the statistics with reference to the above points.

Many countries publish statistics dealing with trade disputes only once each year or even less frequently, the figures being issued in some cases after an interval

of great length. Most countries revise their figures when additional facts are brought to light, even though such revisions may necessitate changes in statistics published a considerable time previously.

In all cases the statistics dealing with disputes in other countries published in the LABOUR GAZETTE are obtained from officials publications of the countries concerned.

CANADA

Year	Number (1) (2)	Workers Involved (1)	Time Loss in Man- working Days (3)
1919.....	332	143,915	3,400,942
1920.....	310	60,327	799,524
1921.....	159	28,257	1,048,914
1922.....	89	43,775	1,528,661
1923.....	77	34,261	671,750
1924.....	64	34,310	1,295,054
1925.....	86	28,949	1,193,281
1926.....	75	23,834	266,601
1927.....	72	22,299	152,570
1928.....	96	17,581	224,212
1929.....	88	12,946	152,080
1930.....	67	13,768	91,797
1931.....	86	10,738	204,238
1932.....	111	23,390	255,000
1933.....	122	26,558	317,547
1934.....	189	45,500	574,519
1935.....	120	33,269	284,028
1936.....	153	34,512	276,997
1937.....	274	71,905	886,393
1938.....	142	20,395	148,673
1939.....	120	41,038	224,588
1940.....	166	60,619	266,318
1941.....	229	87,091	433,914
1942.....	352	113,916	450,202
1943.....	401	218,404	1,041,198
1944.....	195	75,290	490,139
1945.....	197	96,068	1,457,420
1946.....	228	139,474	4,516,393
1947.....	236	104,120	2,397,340
1947, January.....	14	3,293	28,504
February.....	21	32,552	198,214
March.....	21	17,070	378,580
April.....	29	17,988	365,687
May.....	47	35,893	366,070
June.....	33	19,101	168,737
July.....	29	3,105	23,769
August.....	38	7,255	51,758
September.....	42	21,528	273,947
October.....	48	26,759	400,114
November.....	29	14,775	119,701
December.....	15	3,387	22,259

(1) Strikes and lockouts in existence in the period.

(2) Strikes of less than one day's duration and those involving less than six employees have not been included in the published record unless a time loss of 10 days or more is caused.

(3) Directly involved only. In 1947, time loss due to workers indirectly affected, that is workers in the plant made idle because of the strike, amounted to about 138,000 days. Workers in other plants who may have been indirectly affected are not included in any of the statistics.

GREAT BRITAIN AND NORTHERN IRELAND

Year	Number [*] (1) (2)	Workers Involved (1) (2)	Time Loss in Man- working Days (2)
1919.....	1,352	2,401,000	34,970,000
1920.....	1,607	1,779,000	25,570,000
1921.....	763	1,770,000	85,870,000
1922.....	576	556,000	19,850,000
1923.....	628	399,000	10,670,000
1924.....	710	613,000	8,420,000
1925.....	603	441,000	7,950,000
1926.....	323	2,734,000	162,230,000
1927.....	308	108,000	1,170,000
1928.....	302	124,000	1,390,000
1929.....	431	533,000	8,290,000
1930.....	422	307,000	4,400,000
1931.....	420	490,000	6,980,000
1932.....	389	379,000	6,490,000
1933.....	357	136,000	1,070,000
1934.....	471	134,000	960,000
1935.....	553	271,000	1,960,000
1936.....	518	316,000	1,830,000
1937.....	1,129	597,000	3,410,000
1938.....	875	274,000	1,330,000
1939.....	940	337,000	1,360,000
1940.....	922	299,000	940,000
1941.....	1,251	360,000	1,080,000
1942.....	1,303	457,000	1,530,000
1943.....	1,785	557,000	1,810,000
1944.....	2,194	821,000	3,710,000
1945.....	2,293	531,000	2,840,000
1946.....	2,205	526,000	2,160,000
1947, (4).....	1,717	619,000	2,430,000

(1) Work stoppages beginning in the period.

(2) Work stoppages involving less than 10 workers and those lasting less than one day are omitted except when time loss exceeds 100 days.

(3) Workers indirectly involved (i.e. thrown out of work at the establishments where the dispute occurred but not themselves parties to the dispute) are included in these totals, as well as workers directly involved.

(4) Preliminary figures.

UNITED STATES

Year	Number (1) (2)	Workers involved (1) (2)	Time Loss in Man- working Days (3)
1919.....	3,639	4,160,348	.....
1920.....	3,411	1,463,054	.....
1921.....	2,385	1,099,247	.....
1922.....	1,112	1,612,562	.....
1923.....	1,553	756,584	.....
1924.....	1,249	654,641	.....
1925.....	1,301	428,416	.....
1926.....	1,035	329,592	.....
1927.....	707	329,939	26,218,628
1928.....	604	314,210	12,631,863
1929.....	921	288,572	5,351,540
1930.....	637	182,975	3,316,908
1931.....	810	341,817	6,893,244
1932.....	841	324,210	10,502,033
1933.....	1,695	1,168,272	16,872,128
1934.....	1,856	1,466,695	19,591,949
1935.....	2,014	1,117,213	15,456,337
1936.....	2,102	788,648	13,901,956
1937.....	4,740	1,860,621	28,424,857
1938.....	2,772	688,376	9,148,273
1939.....	2,613	1,170,962	17,812,219
1940.....	2,508	576,988	6,700,872
1941.....	4,288	2,362,620	23,047,556
1942.....	2,968	839,961	4,182,557
1943.....	3,752	1,981,279	13,500,529
1944.....	4,956	2,115,637	8,880,078
1945.....	4,750	3,470,000	38,000,000
1946.....	4,985	4,600,000	116,000,000
1947, (4).....	3,600	2,200,000	35,000,000
1947, (4), January.....	320	105,000	1,400,000
February.....	300	75,000	1,300,000
March.....	370	95,000	1,200,000
April.....	480	630,000	8,600,000
May.....	470	225,000	6,800,000
June.....	380	450,000	4,000,000
July.....	300	250,000	4,000,000
August.....	335	110,000	2,500,000
September.....	200	75,000	2,000,000
October.....	175	60,000	1,900,000
November.....	150	45,000	700,000
December.....	120	30,000	500,000

(1) Work stoppages due to labour-management disputes beginning in the period.

(2) Work stoppages due to labour-management disputes which involve as many as six workers and last as long as a full day or shift are included.

(3) All workers in the plant made idle because of the dispute, but not workers or idleness in other plants indirectly affected, are included.

(4) Preliminary figures.

AUSTRALIA

Year	Number (1)	Workers Involved (2)	Time Loss in Man- working Days (3)
1919.....	460	100,300	6,308,226
1920.....	554	102,519	1,872,065
1921.....	624	120,198	956,617
1922.....	445	100,263	858,685
1923.....	274	66,093	1,145,977
1924.....	504	132,569	918,646
1925.....	499	154,599	1,128,570
1926.....	360	80,763	1,310,261
1927.....	441	157,581	1,713,581
1928.....	287	82,349	777,278
1929.....	259	88,293	4,671,478
1930.....	183	51,972	1,511,241
1931.....	134	34,541	245,961
1932.....	127	29,329	212,318
1933.....	90	26,988	111,956
1934.....	155	46,963	370,386
1935.....	183	44,813	495,124
1936.....	235	57,118	497,248
1937.....	342	92,121	557,111
1938.....	376	132,480	1,337,994
1939.....	416	143,228	459,154
1940.....	350	178,939	1,507,252
1941.....	567	240,845	984,174
1942.....	602	166,187	378,195
1943.....	785	288,028	990,151
1944.....	941	260,792	912,752
1945.....	945	326,641	2,119,641
1946.....	869	331,865	1,947,844
1946, 1st quarter.....	199	40,849	170,964
2nd quarter.....	200	72,239	777,235
3rd quarter.....	240	56,810	218,557
4th quarter.....	230	161,967	781,088
1947, 1st quarter.....	272	105,725	615,799

(1) Work stoppages in existence in the period.

(2) Workers directly involved only.

(3) Time loss for workers directly and indirectly involved.

BRITISH INDIA

Year	Number (1)	Workers Involved (2)	Time Loss in Man- working Days
1921.....	396	600,351	6,984,426
1922.....	278	435,434	3,972,727
1923.....	213	301,044	5,051,704
1924.....	133	312,462	8,730,913
1925.....	134	270,423	12,578,129
1926.....	128	186,811	1,097,473
1927.....	129	131,655	2,019,970
1928.....	203	506,851	31,647,404
1929.....	141	532,016	12,165,691
1930.....	148	196,301	2,261,731
1931.....	166	203,008	2,408,000
1932.....	118	128,099	1,922,437
1933.....	146	164,938	2,168,961
1934.....	159	220,808	4,775,559
1935.....	145	114,217	973,457
1936.....	159	169,029	2,358,062
1937.....	379	647,801	8,982,257
1938.....	399	400,075	9,198,708
1939.....	406	409,189	4,992,735
1940.....	322	452,539	7,577,281
1941.....	359	291,054	3,330,503
1942.....	694	772,653	5,779,965
1943.....	716	525,088	2,342,287
1944.....	658	550,015	3,447,306
1945.....	820	747,530	4,054,499

(1) Work stoppages in existence in the period.

(2) It is not stated whether or not the employees indirectly involved are included.

EIRE

Year	Number (1) (2)	Workers Involved (3)	Time Loss in Man- working Days (3)
1923.....	131	20,635	1,208,734
1924.....	104	16,403	301,705
1925.....	86	6,855	293,792
1926.....	57	3,455	85,345
1927.....	53	2,312	64,020
1928.....	52	2,190	54,292
1929.....	53	4,533	101,397
1930.....	83	3,410	77,417
1931.....	60	5,431	310,199
1932.....	70	4,222	42,152
1933.....	88	9,059	200,126
1934.....	99	9,288	180,080
1935.....	99	9,513	288,077
1936.....	107	9,443	185,623
1937.....	145	26,734	1,754,949
1938.....	137	13,736	208,784
1939.....	99	6,667	106,476
1940.....	89	7,715	152,076
1941.....	71	4,895	77,133
1942.....	69	5,132	115,039
1943.....	81	5,921	61,809
1944.....	84	4,387	38,308
1945.....	87	8,785	243,932
1946.....	105	10,896	150,108

(1) Disputes which last less than one day or which involve an aggregate loss of less than 10 man-days are excluded.

(2) Work stoppages beginning in the period.

(3) It is not stated whether the employees indirectly involved are included.

NEW ZEALAND

Year	Number	Workers Involved (1)	Time Loss in Man- working Days (1)
1919.....	45	4,030	.....
1920.....	77	15,138	54,735
1921.....	77	10,433	119,208
1922.....	58	6,414	93,456
1923.....	49	7,162	201,812
1924.....	34	14,815	89,105
1925.....	83	9,905	74,552
1926.....	59	6,264	47,811
1927.....	36	4,384	10,395
1928.....	41	9,822	22,817
1929.....	49	7,831	26,808
1930.....	45	5,632	33,233
1931.....	24	6,356	48,486
1932.....	23	9,335	108,528
1933.....	16	3,957	111,935
1934.....	24	3,733	10,393
1935.....	12	2,323	18,563
1936.....	43	7,354	16,980
1937.....	52	11,411	29,916
1938.....	72	11,388	35,456
1939.....	66	16,082	53,801
1940.....	57	10,475	28,097
1941.....	89	15,261	26,237
1942.....	64	14,282	51,436
1943.....	69	10,935	15,003
1944.....	149	29,766	52,602
1945.....	154	39,158	66,629
1946.....	97	15,696	30,393
1947. 1st quarter.....	39	9,161	23,432

(1) Workers directly or indirectly affected are included.

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The Labour Month in Brief

The turning point in the seasonal trend of employment occurred, as usual, during March, and by mid-April the seasonally active agricultural and construction industries were absorbing thousands of workers. Labour shortages at least as great as those which occurred in 1947 were anticipated; though immigration was helping to relieve the situation in some industries.

A forecast of business investment (see p. 443) indicated continued expansion during 1948. Industrial production was continuing at a high level; and during the first quarter of 1948 time loss from strikes was about half the total for the corresponding period in 1947.

Employment

The number of unplaced applicants for employment registered at local offices of the National Employment Service began to decline during mid-March, dropping from a seasonal high of just over 200,000 at March 1 to 184,000 at April 15.

During the month of February a total of 138,417 persons received unemployment insurance benefit payments, the number rising to 154,754 in March. The number of compensated unemployed days also rose, from 2,544,452 in February to 3,364,791 in March. However the number of new claimants for benefit declined from 88,016 to 63,869.

The monthly survey of the leading industrial employers, undertaken by the Dominion Bureau of Statistics, illustrated the winter seasonal decline in employment. On the basis of June 1, 1941=100, the employment index dropped from 127.2 at January 1, 1948, to 124.5 a month later, and to 124.3 at March 1. The index was, however, almost 5 per cent higher than at the corresponding date in 1947.

The decline in the index at the beginning of March was caused by seasonal losses of

employment in logging and construction. The trend was also downward in hotels and restaurants and in trading establishments. On the other hand manufacturing as a whole showed improvement, despite seasonal curtailment in the food industries. There were substantial increases in iron and steel, due to resumption of operations in certain plants which had been seriously affected by temporary shortages of gas and power, and considerable gains in textiles. An important recovery in mining resulted mainly from the settlement of the coal dispute in Western Canada.

Industrial Relations

While the majority of Western coal miners had gone back to work following their strike in the early part of 1948, some 1,700 miners in 13 establishments were still on strike. This dispute caused 35,000 of the 56,808 man-working days lost through strike action in March, 1948. As indicated above, however, time loss for the first quarter of the year was substantially lower than in the corresponding period of 1947.

In the field of federal jurisdiction, disputes in ocean-going and inland transportation occupied particular attention. A strike among the licensed officers of Canadian-registered deep sea dry-cargo vessels was settled in April. The reports of Conciliation Boards, charged with considering wage demands of different groups of railway employees, will be printed in next month's LABOUR GAZETTE.

Cost of Living

The Dominion Bureau of Statistics cost-of-living index, on the base 1935-39=100, reached all-time high points successively on March 1 and April 1, of 150.8 and 151.6. The increase in this series since April last year amounted to 21 points.

From August 1, 1939 to April 1 this year, the increase in the cost-of-living index was 50.4 per cent.

Clothing and food indexes showed the greatest changes between March and April, although small advances were registered also by fuel and light, home furnishings and services, and miscellaneous items. The increase in the food group which rose from 185.9 to 186.8, was attributable mainly to fresh vegetables and meats, although scattered advances occurred in other sections of the food budget; there were a few minor decreases which included a further seasonal recession for eggs.

The clothing index moved up from 169.9 to 172.9, with footwear leading a broad list of increases. Home furnishings and services changed from 161.2 to 161.9, fuel and light from 121.0 to 121.3, and miscellaneous items from 122.8 to 122.9. The rental index remained at 119.9.

The Bureau of Statistics reported, however, that there was some levelling out of the rise in prices in the first quarter of 1948, wholesale prices having moved downward slightly during February. It was not yet clear what effects the general 21 per cent advance in a wide range of railway freight rates, authorized late in March, would have on price levels.

Earnings

At February 1, average hourly earnings in manufacturing declined slightly for the first time in two years, standing at 86.5 cents, as compared with 86.6 cents at January 1 and 85.6 cents at December 1, 1947.

Taken into consideration with the rise in the cost of living, real wages declined, the index in manufacturing (av. 1946=100), falling to 100.9 as compared with 102.4 and 104.2 in the two preceding months.

Labour Income

The total of wages, salaries and supplementary labour income in January is estimated at \$534 million, showing an increase of \$68 million or 15 per cent over the total for January, 1947, according to the Dominion Bureau of Statistics. This figure is \$7 million lower than in the preceding month.

In almost all industries labour income in January was slightly less than that paid out in December. Curtailment of activity for the winter season influenced the extractive and construction industries, while shortages of gas and power in

highly industrialized areas brought about contraction of employment and labour income in the manufacturing and utilities industries.

Foreign Trade

Foreign trade of Canada in February was valued at \$392,500,000, the highest figure ever shown for the month, but the lowest monthly total since the corresponding month last year when the value was \$358,900,000, according to the Dominion Bureau of Statistics.

Merchandise imports in February, with a value of \$182,200,000 were at a record level for the month, although lower than in any month since February last year, comparing with \$206,100,000 in January and \$177,100,000 in February, 1947. During the first two months of this year, imports were valued at \$388,200,000 compared with \$350,900,000 in the like period of 1947.

Merchandise exports in February were valued at \$208,300,000, a peacetime high figure for the month, although the lowest month's total since April last year. The figure for January was \$235,400,000 and for February last year, \$179,500,000.

The over-all commodity trade balance was favourable to Canada to the extent of \$28,100,000 compared with \$33,000,000 in January and \$4,700,000 in February last year. Favourable balance with the United Kingdom in February was \$33,900,000 compared with \$43,400,000 in January and \$34,500,000 a year ago. The debit balance with the United States declined further to \$40,500,000 compared with \$43,200,000 in January and \$67,100,000 in February last year.

Imports from the United States showed a slight recession in February, being valued at \$136,847,000 compared with \$138,429,000 in February last year, while the total for the two months, January and February, was \$286,823,000 as against \$274,877,000 in the like period of 1947, a rise of four per cent. Imports from the United Kingdom were higher in February, amounting to \$17,872,000 as against \$10,515,000, bringing the two-month total to \$39,462,000 as against \$24,773,000.

Exports in March rose to \$228,400,000. Those to the United States continued the marked expansion of recent months, amounting to \$112,519,000 as compared with \$83,098,000 in March last year.

Exports to the United Kingdom showed a further advance in March, being valued at \$59,182,000 as compared with \$47,558,000 in the corresponding month last year.

NOTES OF CURRENT INTEREST

Increase in wage rate index in 1947 A rise of 74 per cent over the 1939 wage level is revealed by the preliminary index of wage rates for 1947. This index, calculated in the Research and Statistics Branch of the Department of Labour, shows a general increase of 12·2 per cent over 1946.

Substantial increases over 1946 are indicated in five of the six main industrial groups. In logging the rise is 16·8 per cent, and in manufacturing, the largest group, it is 14·7 per cent.

A table of index numbers, on the base 1939=100, with the percentage increases over 1946, is shown below:—

	1946	1947 Preliminary	Percentage increase over 1946
General Index	155.2	174.1	12.2
Logging	167.4	195.6	16.8
Mining	140.6	162.1	15.3
Manufacturing	161.5	185.2	14.7
Construction	143.9	153.4	6.6
Transportation and Communication ..	143.5	146.0	1.7
Service (Laundries)	147.5	170.7	15.7

Exclusion of known Communists under Immigration Act In answer to a question by Mr. A. L. Smith (Calgary West), as to Government policy with respect to the exclusion of known Communists at Canadian ports of entry, the Rt. Hon. L. S. St. Laurent, Secretary of State for External Affairs, stated in the House of Commons on March 11 that the sections of the Immigration Act and the Regulations had "been under review by the members of the Government in the light of known conditions with respect to certain persons who could be described as known Communists, who were believed to be coming to Canada for the purpose of exercising here activities which under the Taft-Hartley Act they can no longer exercise in the United States.

"The decision has been that the immigration officers are to be asked or directed to take the view that under the existing law and regulations such persons are not admissible to Canada."

Reid Robinston ordered deported An immigration board of inquiry on April 10 ordered the deportation of Reid Robinston, Eastern Vice-President of the International Union of Mine, Mill and Smelter Workers. Mr. Robinston appealed the board's decision.

The board of inquiry's decision was that Mr. Robinston was not admissible to Canada under subsections (n) and (o) of section 3 of the Immigration Act, which read as follows:—

3. No immigrant, passenger, or other person, unless he is a Canadian citizen, or has Canadian domicile, shall be permitted to enter or land in Canada, or in case of having landed in or entered Canada shall be permitted to remain therein, who belongs to any of the following classes, hereinafter called "prohibited classes":

(n) Persons who believe in or advocate the overthrow by force or violence of the Government of Canada or of constituted law and authority, or who disbelieve in or are opposed to organized government, or who advocate the assassination of public officials, or who advocate or teach the unlawful destruction of property;

(o) Persons who are members of or affiliated with any organization entertaining or teaching disbelief in or opposition to organized government, or advocating or teaching the duty, necessity, or propriety of the unlawful assaulting or killing of any officer or officers either of specific individuals or of officers generally, of the Government of Canada or of any other organized government, because of his or their official character, or advocating or teaching the unlawful destruction of property.

Mr. Robinston had entered Canada on March 4 as an accredited representative of the International Union of Mine, Mill and Smelter Workers, having previously been in Canada earlier in the year, engaged in organizing activity in the Northern Ontario gold mines.

He was taken into custody at Timmins, Ontario, on March 23, and brought to Toronto for examination under the Immigration Act. He was released on \$500 bond on condition that he refrain from engaging in union activity and that he report to the immigration office daily, pending a decision by the board of inquiry. Following the decision of the board, his conditional freedom on bond was continued, pending the appeal to the Minister of Mines and Resources.

Progress of immigration to Canada

During the month of March, 1948, over 1,300 Displaced Persons arrived in Canada from Europe increasing the number of

D.P. workers who have arrived since last Summer to nearly 8,000. Included in the March arrivals were men for metal mines, steel mills, railway track maintenance work, and construction work for the Ontario Hydro-Electric Power Commission. The group also included domestic workers and garment workers.

The movement of girls from D.P. camps to Canada for employment as domestic workers in city homes has proven successful and arrangements are being made in co-operation with the provincial Ministers of Agriculture for the specialized placement of young women from D.P. Camps in Canadian farm homes. Arrangements are also being made with the co-operation of the provincial authorities for the selection of male workers for agriculture from among the D.P.'s and also a number of married couples, the women to do domestic work in the homes and the men to work in the fields. It is hoped that these workers for agriculture can be brought to Canada from the D.P. Camps by early June. Placement of the workers will be made through joint administration by the Dominion-Provincial Farm Labour Committees and the National Employment Service.

It is hoped that during the next few months additional shipping accommodation will be made available and that early arrivals from D.P. Camps will include building construction workers, construction labourers for the Ontario Hydro-Electric Power Commission and railway track maintenance workers.

In addition to the approximately 2,000 single men from D.P. Camps who are expected to work on the farms, a considerable volume of agricultural labour is expected to result from immigration from Holland and the United Kingdom. A total of 2,500 Dutch families are expected, including about 10,000 people in all.

Arrangements have been made with the emigration authorities in Malta for the admission of 500 immigrants from that Island for employment in Canada as construction workers. Canadian officials have proceeded to Malta to make the selection and conduct the necessary immigration and medical examinations. Arrangements for the placement of these workers will be made by the Department of Labour. Many of these men have been skilled construc-

tion workers in Malta but they will be placed in employment in Canada as construction labourers until such time as they have gained a knowledge of Canadian customs and methods, after which they may advance to tradesmen status upon proving their ability.

Wage agreement at Steel Company of Canada

A development of considerable general importance in the field of industrial relations occurred late in March when the Steel Company of Canada, Limited, Hamilton, Ont., concluded a new collective agreement with the United Steelworkers of America (CIO-CCL). The principal provisions of the agreement include an over-all increase in wage rates of 11½ cents per hour, bringing basic minimum wages up to \$45.12 for a 48-hour work-week, and three additional paid holidays. The agreement became effective on April 1, and covers some 5,000 employees.

It was anticipated that the pattern set by this agreement would have an important bearing upon negotiations between the same union and the Algoma Steel Corporation, Limited, Sault Ste. Marie, Ont., and the Dominion Steel and Coal Corporation, Limited, Sydney, N.S.

Unemployment Insurance coverage extended to stevedoring

Acting upon the recommendation of the Unemployment Insurance Advisory Committee, the Government, by Order in Council, P.C. 587, dated, February 24, 1948, extended unemployment insurance coverage to employment in stevedoring.

The payment of contributions into the Unemployment Insurance Fund commenced on April 1.

Judgment in prosecution of alleged combine of dental supply companies

The trial of eighteen manufacturers and wholesalers of dental supplies on the charge that they unlawfully conspired with other named persons and companies to unduly prevent or lessen competition in trade in dental supplies contrary to Section 498 of the Criminal Code was held at Toronto, before Mr. Justice F. H. Barlow of the Ontario Supreme Court sitting with a jury. The trial began on February 23, 1948 and ended on March 18, 1948 with acquittal of the accused.

In dealing with the circumstances surrounding acquittal the Rt. Hon. J. L. Ilsley, Minister of Justice, in a statement to Parliament on March 23, 1948, said:—

Acquittal was not based on the information contained in the documents found in the possession of the accused companies, but followed the judge's ruling that the documents had not been sufficiently authenticated by the fact of possession, as claimed by the Crown. According to the ruling, the Crown should have proved specifically that the companies actually existed during the period of the charge, that the persons purportedly acting on behalf of them actually had authority to act, and that signatures of persons signing letters should have been proved by other evidence.

The eminent counsel acting for the Crown proceeded with full confidence in the merits of the case disclosed by the documents and in the manner in which they were proved. Withdrawal of the case from the jury resulted not from inadvertence or unintentional omission on the part of Crown counsel, but from a basic difference of opinion as to the rules of evidence to be applied.

The prosecution had based its case on more than five hundred documents seized from the possession of the accused companies under search warrants. No evidence was submitted on behalf of the accused companies but a motion was made for a directed verdict of not guilty. Argument on this motion lasted for approximately three days, at the conclusion of which Mr. Justice Barlow upheld the motion and directed the jury to enter a verdict of not guilty.

In view of the importance of the matter the Crown has filed notice of appeal against the judgment. Counsel for the Crown are D. L. McCarthy, K.C., Peter Wright and Donald A. Keith, all of Toronto. The prosecution was undertaken at the instance of the Attorney-General of Canada and followed an investigation under the Combines Investigation Act (L.G., Sept., 1947, pp. 1264-5; March, 1948, p. 138).

**Bill to
amend
Canada
Shipping Act**

A Bill to amend the Canada Shipping Act was introduced in the Senate during March. The proposed amendments have to do with the certification of officers; the shipping of seamen and the rights and liabilities of seamen; steamship inspection; fatal accidents (entitling the dependents of a seaman who has been killed to institute an action against the ship); and the implementation of certain International Labour Conventions.

The latter amendment would give the Governor in Council power to make regulations to give effect to four Conventions adopted at the 28th (Maritime) Session of the International Labour Conference held at Seattle in 1946. These conventions are the Medical Examination (Seafarers) Convention, 1946; the Certification of Able Seamen Convention, 1946; the Food and Catering (Ships' Crews) Convention, 1946; and the Certification of Ships' Cooks Convention, 1946.

**Upward trend
in salaries
of technical
personnel**

The Bureau of Technical Personnel recently made some observations in regard to trends in salaries being paid to engineers and scientists, which supplement the findings published in the October issue of the *LABOUR GAZETTE* (p. 1422).

The Bureau reports that since 1941, when it first had the opportunity to observe such matters, the trend in starting salaries on graduation has been steadily upward. When the demands of war industries and their effect on both supply and general wage rates were just beginning to be felt, the average starting salaries for new graduates was somewhere in the neighbourhood of \$125 and \$130 per month. For the three years April, 1942 to March, 1945 inclusive, during which period all engagements were reported in compliance with manpower controls, the average starting salary was \$160 per month. The graduating class of 1946 went to work at an average of just over \$175 per month and in 1947 the figure was just a shade under \$200. From proposed salaries indicated in estimates now being received from employers covering their needs from the class of 1948, it would appear that the upward trend is still in effect.

"It is obvious," the Bureau comments, "that starting salaries for new graduates will always be split over a fairly wide range. Each specific opening is attended by its own set of qualifying conditions. It has been found however, that a distribution curve indicating the spread of starting salaries maintains the same general characteristic form. The trend towards higher average salaries applies throughout the range over which such starting salaries may apply in any one year. . . ."

"Another significant trend is observed when new graduates' salaries are split up into engineering and non-engineering groups. The latter group for the purposes of the Bureau's study embraces chemistry, physics, geology and agriculture, these

being the courses in which significant numbers can be observed. In the period 1942 to 1945, these non-engineering groups averaged \$150 per month against \$167 for the engineering groups. In 1946 figures were \$172 for non-engineering and \$178 for engineering. In 1947 there was little if any difference between the two categories." The Bureau notes "the increased extent to which engineers and scientists, in common with persons with other types of professional training, have been called upon to assume administrative duties," and adds that "available evidence shows that, rightly or wrongly, an engineer whose duties are predominately administrative will normally receive remuneration above the average for his age whereas one who is involved in purely technological functions will normally receive less than the average. As senior administrative positions become available in larger numbers to technical persons, the number in the higher salary brackets increases accordingly. The number of technical persons in Canada whose salary is \$10,000 or more has now passed the 1,000 mark, the proportion being about one in thirty in some groups."

Recipient of vacation pay not entitled to unemployment insurance benefit

In answer to a question in the House of Commons recently by Mr. Angus MacInnis (Vancouver East) the Hon. Humphrey Mitchell, Minister of Labour, stated the policy of the Unemployment Insurance Commission with respect to the benefit rights of persons receiving vacation pay.

Mr. MacInnis asked if the Commission was refusing to pay unemployment insurance benefit to persons who receive annual vacation pay at time of termination of employment until the period covered by the vacation pay had expired.

In reply, the Minister said in part:—

"The Unemployment Insurance Commission does refuse to pay any unemployment insurance benefit to a person while he or she is on retirement leave with pay. Authority for that is given by section 29 (1) (a) of the Unemployment Insurance Act which reads as follows:

29. (1) An insured person shall be deemed not to be unemployed;
- (a) during any period for which notwithstanding that his employment has terminated, he continued to receive
- (i) remuneration . . .

"It has come to my attention that in some instances civil servants retire with

six months full pay and allowances. The view taken by the Commission, and I think it is a sound one, is that actually they are receiving their full remuneration during that period and are not unemployed within the terms of the Act.

"The other point raised by my hon. friend is this. In many provinces in Canada, certain stipulated vacations with pay are allowed by law, and some by trade union agreements. I agree with the Commission that, where a person is receiving full pay for holidays under the law or by agreement with the employer, within the terms of the Act he is employed and is not entitled to benefits under the scheme. Then, of course, there is the over-riding factor that all have the right to appeal to a board of referees in whatever district they belong, this board being composed of an impartial chairman, representatives of the trade unions or workers and the employers' organization.

Seasonal movements of farm labour in Canada in 1948

As a means of combating farm labour shortages in 1948, the Minister of Labour, Hon. Humphrey Mitchell, tabled in the House of Commons in February an Order in Council (P.C. 559), providing for the renewal by the Dominion of agreements with the provinces covering movements of farm labour. The terms of the agreements are similar to those of 1947, which were endorsed by the fifth Dominion-Provincial Farm Labour Conference held in Ottawa in December.

Under the arrangements last year, the provinces were urged to use local labour to the greatest extent possible for meeting local seasonal shortages. However, where acute situations developed, it was necessary to move groups of workers from province to province. Some 5,000 farm workers were thus moved during the harvesting season. The field work for this program was handled by the National Employment Service in co-operation with provincial agricultural officials, and it is the intention to follow similar lines this year.

Orders in Council affecting Japanese

Recent Orders in Council relate to the conditions of Japanese who were evacuated during the war from the west coast, to inland areas in British Columbia and to Alberta.

P.C. 589 of February 17, 1948, approves an agreement reached between the Min-

ister of Labour and the Alberta Government with respect to welfare and education of Japanese in that Province who were evacuated from the west coast during the war. These people are to be given full residential status in Alberta from April 1, 1948. The costs of welfare and education for the group are to be shared on a 50-50 basis by the Province and the Dominion until March 31, 1950, at which time Dominion contributions will cease.

P.C. 958 of March 6 approves an agreement with British Columbia which is similar except that it omits reference to education costs and residential status, these provisions being unnecessary since the Japanese were already residents of British Columbia, and subject to the provincial educational system.

P.C. 637 of February 20, 1948, revokes P.C. 7355 of December 15, 1945, except as it affects Japanese who repatriated before December 5, 1947. In effect, it continues only the authority for the Government to transmit to repatriates already in Japan the remaining proceeds of any property which was left in the care of the Custodian of Alien Property.

P.C. 804 of March 2, 1948, revokes part of P.C. 946 of February 5, 1943, which gave the Minister of Labour control over placement, movement, welfare and general supervision of Japanese evacuees. P.C. 804 also provides that this Order along with P.C. 251 of January 13, 1942, prohibiting issuance of fishing licences to Japanese, would be completely revoked effective April 1, 1949.

Old age and blind pensioners in Canada

The number of persons receiving old age pensions in Canada increased from 215,889 at September 30, 1947, to 223,364 at the end of the year. The

Dominion Government's contributions under the Dominion-Provincial scheme totalled \$16,366,195 for the last quarter of the year, as compared with \$14,091,096 in the preceding quarter.

The average monthly pension ranged between \$29 and \$30 in every Province except Prince Edward Island where it was \$24.53. In no Province was the number

of pensioners as high as 3 per cent of the total population.

Pensions were being paid to 7,872 blind persons at the end of the year, as compared with 7,476 at September 30. The cost to the Dominion was \$557,696 for the last quarter of the year, and \$537,832 in the preceding quarter. The average monthly pension was just under \$30 in all Provinces except Prince Edward Island where it was \$27.81. Pensioners numbered less than $\frac{1}{10}$ of 1 per cent of the total population in most Provinces.

Ban on union political expenditures in U.S. ruled unconstitutional

Reference was made in last month's LABOUR GAZETTE to the indictment issued against the CIO and its president, Mr. Philip Murray, on charges of violating the Taft-Hartley Act's ban on political expenditures by unions in federal election campaigns.

On March 15 this section of the law was declared unconstitutional by Judge Ben Moore in the Federal District Court in Washington, D.C.

Judge Moore held that this section of the Act deprived unions of their right to free speech, free press and free assembly; and that the First Amendment to the Constitution protected not only the right of a newspaper publisher to print an editorial on a political candidate but also the right of the people "to be informed of the views represented by conflicting interests and opinions."

Subsequently the Government appealed this ruling, and hearings on the case before the Supreme Court were scheduled to begin late in April.

Educational allowances for veterans increased

Allowances for veterans engaged in Vocational and University training under the Veterans' Rehabilitation Act were increased by Order in Council P.C. 824, dated February 26, 1948.

The following table gives the schedule of monthly rates as provided by both the old and the new Orders:—

	Single No Dependents \$	Man and Wife \$	Children					
			One \$	Two \$	Three \$	Four \$	Five \$	Six \$
Old rates.....	60	80	92	104	114	122	130	138
New rates.....	60	90	108	122	134	144	154	164

The additional amount per person in lieu of wife has been increased from \$20 to \$30 per month. Under the new Order the "additional amount for each dependent parent—not exceeding \$25 per month," whereas the former allowance was \$15 per month.

Conference on human problems in industrial organization A conference on Human Problems in Industrial Organization was conducted at the University of Toronto on March 19 for executives of industrial and business firms.

The conference leaders were from the University of Chicago, and their names and subjects were as follows: W. Lloyd Warner, "The Factory in the Community;" Burleigh B. Gardner, "Human Relations in the Factory;" Everett C. Hughes, "Particular Community Influences on Factory Organization;" William Henry, "Psychological Problems of the Individual in Industry;" Martin B. Loeb, "Psychological Problems of Inter-personal Relations."

Amendment to P.E.I. Trade Union Act An amendment to the Prince Edward Island Trade Union Act was adopted during March which forbids closed-shop agreements; permits only "autonomous" trade unions to function within the Province; provides for arbitration before a strike may be called; and provides for the licensing of trade unions.

The provisions of this legislation will be described in detail in a subsequent issue of the *LABOUR GAZETTE*.

Application of Taft-Hartley Act in "national emergency" disputes In a dispute creating a "national emergency" the Taft-Hartley Act gives the President of the United States power to appoint a 3-member board to submit to him a factual report.

On the basis of this report he may direct the Attorney-General to seek an injunction in district court restraining a stoppage of work for not more than 80 days.

This section of the Taft-Hartley Act has recently been invoked in several disputes.

A threatened strike at the atomic energy plant at Oak Ridge, Tennessee, was averted during March by the first use of the injunction under this particular section of the Act. (A number of injunctions have been issued under other sections.) The

dispute was between the Carbide and Carbon Chemical Corporation and the Atomic Trades and Labour Council (AFL). It had to do with a new contract to replace the one that had expired and which had been reached by the union with a different company which had formerly operated the laboratory. The new operator proposed to modify the terms of the agreement.

A fact-finding board, appointed by President Truman early in March, reported within a fortnight that fifteen issues remained to be settled between the company and the union, but that "national safety limits the freedom" of a union to strike at the atomic energy plant. The President then sought an injunction, which was issued by the federal court at Knoxville, Tennessee, and which forbade the workers to walk out, and the company to disturb the existing contract, for 80 days.

Under the Act, following the issuance of an injunction the President is to reconvene the board of inquiry which, if the dispute is not settled in the meantime, is to report to him within 60 days the position of the parties and the employer's last offer. This report is to be published within the next 15 days and the National Labour Relations Board is to take a ballot on the question of accepting the employer's offer. Within another five days, the results of the ballot are to be certified to the Attorney-General and the latter is to move for the discharge of the injunction. The President, then, is to report fully to Congress on the whole proceedings, making, if the dispute continues, such recommendations as he thinks fit "for consideration and appropriate action."

Two other recent disputes "creating a national emergency" were the nation-wide strike of members of the United Packing-house Workers (CIO) and the walkout of the United Mine Workers (independent) in the soft coal industry.

The meat packers' strike resulted from the failure of the union and the "big four" companies to agree on a wage increase, the union having asked 29 cents an hour and the companies having offered 9 cents. It began on March 16, in spite of an appeal by President Truman in which he announced the appointment of a fact-finding board under the Taft-Hartley Act, and requested that action be postponed until April 1 in order to give the board time to report.

The dispute in the soft coal industry had to do with the administration of the

health and welfare fund established previously by collective bargaining (L.G., Aug., 1947, p. 1099).

Because of the failure of the board of trustees to agree on a program no payments, had been made from the fund. Besides John L. Lewis, for the union, and Ezra Van Horn, for the operators, the board had as a third neutral member Thomas E. Murray, a New York industrialist, who was named under the 1947 contract but resigned last December in protest over the inability of the other two trustees to agree.

In mid-March Mr. Lewis charged the operators with causing "a dispute of national magnitude" by their unwillingness to agree to the operation of a pension program. He then sent a circular to his local unions asking their "reaction" to his charge that the operators had "dishonored" their current contract. A walkout in eleven states was the miners' expression of their "reaction."

Following an attempt at conciliation by the Federal Mediation and Conciliation Service, President Truman appointed a fact-finding board under the Taft-Hartley Act. The report of this board, submitted to the President within eight days, set forth the basis of disagreement on the pension fund, and noted that Mr. Lewis' plan for its use had been found to be actuarially unsound by two separate groups of actuaries. Dealing with the cause of the walkout, the board found that "the stoppage was not independent action by the miners acting individually and separately," but resulted from communications to the officers and members of the union from Mr. Lewis "which induced them to take concerted action to stop work."

The President then asked for an injunction; and on April 3 a temporary restraining order was issued by the United States District Court at Washington directing Mr. Lewis and other officers of the union and the soft-coal operators to engage in collective bargaining to settle their differences on pensions, and ordering the union to "forthwith instruct all members . . . to cease the said strike and immediately to return to their employment. . . ."

Meanwhile Mr. Lewis had despatched a message to the mine workers, outlining the course of events, and stating: "I have not . . . authorized, directed, suggested, requested or recommended any stoppage of work or any continuation of any stoppage, and I do not now do so. . . ."

"Any action or decision which you may now care to take continues to be entirely

for your own determination without direction of any character from me or from any of your international officers. . . ."

As the LABOUR GAZETTE went to press some of the miners had returned to work but others were still on strike. Mr. Lewis had been charged with contempt of court for failing to order the miners back to work.

Injunction issued in strike of U.S. typographical union An injunction was issued on March 27 by a United States district court judge to restrain the International Typographical Union (AFL) and its principal officers from striking in violation of the Taft-Hartley Act.

Relations between the ITU and newspaper publishers, prior to the coming into force of the Act, were customarily fixed by written contracts containing closed-shop provisions. In view of the Act's prohibition of the closed-shop, the union, at its convention last fall, adopted a "no contract" policy under which no contracts would be entered into with employers, and members would accept employment only from employers who were willing to employ them under the "conditions of employment" set forth by local unions in line with the ITU's general policy. This policy was later modified by the union in some respects.

Members of the Chicago local of the union have been on strike against five daily newspapers since November 24, and strikes and slowdowns have occurred in certain other cities. Strikes have occurred on the publishers' insistence that the union sign contracts in conformity with the Taft-Hartley Act; with wages and other issues also involved.

The National Labour Relations Board has been conducting hearings on charges that the union has violated the Act, one provision of which terms it an unfair labour practice for a union to refuse to bargain collectively.

The injunction forbids the ITU and its international officers from "supporting, authorizing, . . . or encouraging subordinate local unions . . . to engage in, or to continue to engage in, any strikes" resulting from refusal to bargain collectively and refusal to execute a written contract. The union is specifically forbidden to require locals to demand unilateral "conditions of employment," to insist on publishers accepting a closed-shop, to include a sixty-day cancellation clause in a contract, to incorporate in contracts union laws discriminating against employees because

of non-membership in the ITU, and to attempt to cause employers to so discriminate against employees except in accordance with the terms of the Taft-Hartley law.

The injunction is to remain in effect until the National Labour Relations Board has ruled on the charges before it.

The ITU announced that it would comply with the order. On March 30 the Chicago local wrote to the Chicago Newspaper Publishers Association requesting that negotiations be resumed.

The ITU advised its local unions to seek one-year contracts, including among other things a hiring clause which would give the union equal power with the employer to devise and conduct tests of job applicants' competency—though it was stated that the clause was not to be used as a means of discriminating against anyone because of membership or non-membership in a union.

Trends in vacation policies in U.S.A.

A trend towards liberalization of company policies towards employees' vacations is noted in the February, 1948, issue of *Personnel Management*

Record, published by the U.S. National Industrial Conference Board.

In a survey covering 307 companies, the Board found that 103, or 33.6 per cent, were changing their vacation policies for 1948, mostly in a manner beneficial to the employees. The most common change, applying to 44 companies, is to grant longer paid vacations to employees who have five or more years of continued service. Other changes include: grant of extra time or extra compensation to employees who have a vacation period in which a normally paid holiday occurs; reduced eligibility rules; vacation pay to workers terminating their employment prior to the vacation season; complete shut-down of plant operations to dispose at one time of all vacations; and changes in manner of computing vacation pay.

Hazards and compensation costs in N.Y. construction industry

Accident Hazards and Costs in the Construction Industry is the title of a bulletin issued in June, 1947, by the Workmen's Compensation Board of New York State. The

publication is based on the first of a series of studies which is being made by the Board of hazards and compensation costs in different industries.

The report covers accidents for which compensation was awarded in the year specified, the latest being 1945. "Accident" includes an occupational disease, and "construction" includes building, engineering projects and "special trade contracts" such as those for plumbing, painting, carpentry and other special trades in construction.

The unprecedented activity in the building trades has resulted in a boom in apprenticeship and the employment of new and untrained workers for various jobs. These inexperienced workers, the pressure to complete jobs and protracted overtime work will probably tend to increase accidents, the bulletin points out.

Moreover, accidents in construction are more severe than in other industries, and compensation costs are, therefore, relatively high at any time. Another factor making for high compensation costs is the large proportion of skilled workers in the industry, relatively high-paid men. In 1945, it is reported, more than 50 per cent of all compensation claimants from the building trades were skilled men as compared with 16 per cent of all compensated cases.

The accident trend in construction, in general, followed closely the trend of the industry, there being a lag of about one year in the closing of compensated cases. In the peak years of building activity, from 1925 to 1929, accidents in construction were responsible for more than 20 per cent of all closed compensation cases, and it is estimated that less than 20 per cent of the working force within the scope of the Workmen's Compensation Act, were in that industry. In 1944 and 1945 only about 5 per cent of compensated accidents were in construction, reflecting the decline of building activity, although progress in accident prevention may also have been responsible for some of the improvement.

The most frequent cause of accidents in 1945 was some object, one handled by the worker or a falling or moving object, or one which he struck or stepped on. Such accidents, caused by the collapse of walls, trenches, etc., by falling objects, by over-exertion in handling heavy building materials, by stepping on nails, and so on, made up 40 per cent of the injuries in 1945 but did not result in so many deaths as the fall of workmen from some elevation.

First, as a cause of fatal accidents, were falls from scaffolds and stagings, ladders, roofs and parts under construction or demolition, and other elevations. Such

falls caused 45 per cent of all deaths and 20 per cent of all accidents in construction in 1945.

Other causes of accidents in the order of severity were: construction machinery and hoists, electric shocks, dust, chemicals and harmful materials, explosives and highly inflammable substances, and hand tools.

It might be noted that the International Labour Conference, recognizing the highly dangerous character of the industry, adopted in 1937, a Convention (No. 62) concerning Safety Provisions in the Building Industry which set out certain standards of safety in the placing of scaffolds and platforms, the construction and use of hoisting appliances, and as to safety equipment and first aid. Four Recommendations were also adopted at the same Session of the Conference, concerning safety inspection, co-operation in accident prevention and vocational education for building. A Model Building Code is appended to the first Recommendation. The text of the International Labour Convention and the Recommendations was published by the Department of Labour of Canada in 1946, under the title *Safety in Building*. This pamphlet is available on request to the Department of Labour, Ottawa.

Work injuries in U.S.A. in 1946

The time lost in American industry on account of accidental injuries occurring in 1946 has been estimated by the Bureau of Labour Statistics of the U.S. Department of Labour at 42½ million days, sufficient to have provided a full year's employment for some 142,000 workers. When the future economic losses resulting from the fatal accidents and permanent impairments of 1946 are taken into account, the Bureau estimates the total time loss at 230 million days or the full-time employment for a year of 765,000 workers.

These estimates are based on a survey of the accidents in 1946 in more than 51,000 industrial establishments. A report of the survey appears in Bulletin 921 of the Bureau of Statistics.

For the sixth consecutive year, disabling injuries resulting from accidents in industry exceeded two million. The estimated total of 2,056,000 injuries is one per cent higher than the figure for 1945, 2,020,300, but lower than for any of the war years of 1941 to 1944.

Fatal accidents in 1946 are estimated at 16,500, the same as the revised figure for 1945. Permanent total disablement

followed from 1,800 accidents, also the same as for 1945. It is considered that permanent total disability cases normally amount to about 10 per cent of fatal accidents. The 92,400 permanent partial impairments represented an increase of about 5,000 over 1945. About three-quarters of these in both years were of the hand or fingers. The numbers of injuries to the arms and eyes were also high.

Taking 1926 as the base year, the index of injury-frequency rates (the number of disabling injuries incurred per million man-hours worked) in manufacturing in 1943 stood at 94.4, the highest since 1930. It fell to 88.3 in 1944, 81.9 in 1945 and rose to 84.3 in 1946. The indices for both death and permanent total disablement have fallen steadily from 70.7 for 1943 to 60.1 for 1946.

Compared with agriculture, mining, construction, public utilities, transport and other industrial groups, manufacturing had the largest number of disabling injuries in 1946, but it was in agriculture that the largest number of fatal accidents occurred, 4,500.

Industries with a high frequency rate—40 or more accidents per million man-hours worked—included cut stone and stone products, veneer mills, structural clay products, breweries, iron foundries, boat building, combined saw and planing mills, and logging with the highest rate, 80.4. Four industries had a rate of five or less: synthetic rubber, millinery, electric lamp-bulbs, and women's and children's clothing.

Anti-strike legislation passed in Queensland

Ostensibly, for the purpose of ending a 36-day railway strike, which, it is reported, "has almost starved Western Queensland into submission," the government of that State has passed a stringent anti-strike law.

The new law gives the police "power to prevent picketing and other methods of intimidation during illegal strikes." Press reports state that under the new law "police can arrest without a warrant any picket," and senior police officers are permitted to enter by force, if necessary, any land or premises where they consider that an industrial offence has been committed.

Moreover, it has been made an offence in Queensland to call a strike-breaker a "scab," or to carry banners urging employees to leave their work.

UN to obtain reports on employment planning from member states

The Secretary-General of the United Nations has been asked by the Economic and Social Council to obtain reports from member states on their present action and plans for the future in regard to employment problems.

According to the *United Nations Bulletin*, unusually high levels of production and employment prevail in many countries today. "But when the present period of reconstruction and of meeting shortages is over, and a normal export-import situation is established, employment may fall off in key countries, and cause repercussions all over the world."

The Secretary-General is also to ask the specialized agencies of the United Nations for their plans, and for an account of what they can do should a decline occur.

International trade union conference supports Marshall Plan

An international trade union conference, convened by the British Trades Union Congress, met in London, England, on March 9 and 10 and issued a declaration of trade union support for the

European Recovery Program. The conference was attended by representatives of trade unions in sixteen countries, and is said to have been the first international conference to which the AFL, the CIO and the Railway Brotherhoods have all sent delegates.

The declaration sets forth that American aid will help each nation to make the maximum contribution to the general good of Europe. "Without American aid, the conference foresees almost insurmountable difficulties in the way of a reconstruction of the European economic system on a self-supporting basis."

The declaration continues: "The conference has satisfied itself by an examination of the principles underlying the present American proposals that no unacceptable conditions are attached to the offer of American aid, and that in particular there shall be no interference in the internal affairs of any participating country."

The conference was of the view that trade unions should share in the administration of the Marshall Plan as it affects each individual country, and the trade union movement as a whole should be associated with the work of conferences of the participating Governments.

Members of each labour organization are called on to "give their wholehearted support to the necessary measures that each country must take to fulfil the requirements of each national production program of economic renovation and modernization."

Such steps, according to the declaration, will aid development of economic co-operation "across national frontiers."

The conference also stated: "We declare our earnest desire to see other countries brought within the scope of the European Recovery Program. We repudiate firmly and emphatically any policy of aligning East against West."

A ten-member ERP Trade Union Advisory Committee was appointed by the conference to gather and circulate information, call future meetings, and offer co-operation to the 16-nation Committee for European Economic Co-operation.

The president of the conference was Mr. Evert Kupers (representing Belgium, Holland and Luxembourg). Others who attended were: Sir George Chester (Great Britain and Eire), Mr. James Carey, CIO, and Mr. Frank Fenton, AF of L (United States), Mr. Konrad Nordhal (Norway, Sweden and Denmark), Mr. Giacomo Bernasconi (Switzerland and Austria), Herr Hans Boeckler (British, American and French zones of Germany), Signor G. Pastore (Italy), M. Leon Jouhaux (France), and M. G. Tessier (French Confederation of Christian Trade Unions).

The committee is not limited to representatives of the trade union movements which sent delegates to the London conference. Representation is offered "to all bona fide trade union organizations" that may decide later to co-operate.

The French General Confederation of Labour (CGT), of which M. Jouhaux was formerly general secretary, was not represented at the conference; nor was the majority group of the Italian General Confederation of Labour.

INDUSTRIAL RELATIONS BILL INTRODUCED IN HOUSE OF COMMONS

Similar to Bill 338, which was introduced last summer but not proceeded with, an industrial relations bill was given second reading in the House of Commons on April 8 and referred to the Standing Committee on Industrial Relations.

The measure is designed to incorporate in permanent form the main features of the Wartime Labour Relations Regulations (P.C. 1003). It will apply to specified industries coming within the legislative authority of Parliament.

The title of the measure will be the Industrial Relations and Disputes Investigation Act. With a few exceptions, which are listed below, the bill (Bill 195) is identical with the one which was introduced last year and considered by the Industrial Relations Committee (L.G., July, 1947, pp. 923-940; Aug., pp. 1102-1107).

In general principle it follows the pattern of the Wartime Labour Relations Regulations (P.C. 1003), which have been in effect by Order in Council, and is designed to replace the Industrial Disputes Investigation Act.

Its purpose is to provide machinery to prevent or minimize work stoppages in industries coming within the legislative authority of Parliament.

Statement of Minister of Labour

In introducing the bill in the House of Commons on April 6, the Hon. Humphrey Mitchell, Minister of Labour, spoke in part as follows:—

“The essential purpose of the legislation is to create conditions favourable to the free exercise of collective bargaining between employers and employees. For that reason only such regulation of employer and employee activities in their industrial relationship which are considered as necessary for the protection of the public interest is incorporated in the legislation. The main responsibility is left with labour and management for the settlement between them of their problems, the negotiation of collective agreements and the administration of such agreements...”

Recalling that the Industrial Relations Committee last year had heard representations from employer and labour organizations, the Minister continued:—

“I would point out that the representatives of three out of four of the major labour organizations in Canada who appeared before the Committee endorsed the provisions of the bill. I believe I am on sound ground when I say that the employer organizations whose representatives appeared before the Committee were reasonably satisfied with the provisions of the bill, although they submitted a number of additional provisions for the consideration of the Committee for incorporation in the legislation.

“Employer and employee representatives have placed great emphasis on the importance of having uniform legislation in effect in labour relations in industry. I think this is sound and reasonable and sensible. Where you have a uniformity of practice and approach to the solution of labour disputes the trouble is kept in a comparative sense, at the minimum.

“In preparation of Bill No. 338 and in the revisions thereof which are embodied in the legislation which I now propose to introduce, there has been consultation with the provincial authorities with a view to presenting legislation which will be adequate, not only in our own sphere of jurisdiction, but appropriate and acceptable as a basis for provincial legislation. Assuming that the legislation which I am going to introduce is enacted by Parliament without any substantial changes, there is, I believe, every indication that the legislation will also be acceptable to a considerable number of the provinces.

"Nova Scotia passed a new Trade Union Act in the spring of 1947, which was almost identical in its provisions with Bill No. 338 of last session and with the legislation now being brought down. The Manitoba Government has within the last few days brought down before the legislature a new Labour Relations Act, the provisions of which are almost identical with the bill I am now introducing. The Minister of Labour of Ontario announced in February of this year that, following a study of the proposed Dominion legislation, the Ontario Government, in the interests of uniform and simplified labour laws, had decided to adopt the proposed Dominion legislation. I understand that the Province of New Brunswick is studying the Dominion legislation before bringing down its own labour legislation. The British Columbia legislation is largely the same as ours with some slight differences. I think it can be fairly said that fundamentally the legislation in existence in Alberta at the moment follows along the same line."

Summary of Bill

In summary the bill provides for—

1. The definition and prohibition of unfair labour practices on the part of employers, unions and other persons.

2. A procedure for certification of trade unions as bargaining agents for employees.

3. A procedure for compulsory collective bargaining and the negotiation of collective agreements, and conciliation in connection therewith.

4. Prohibition of strikes and lockouts, the taking of strike votes and changes in terms of employment until the collective bargaining and conciliation procedure prescribed in the Act has been complied with.

5. Collective agreements to be binding upon the employer and the trade union who are parties thereto, and the employees covered thereby, and a procedure for final settlement by arbitration or otherwise, without stoppage of work, of grievances arising under the agreement.

6. Prohibition of strikes and lockouts while a collective agreement is in effect.

7. Penalties for violation of the provisions of the Act by employers, employees or trade unions or employers' organizations.

8. The establishment of a representative board, to be known as the Canada Labour Relations Board, to deal with applications relating to the right of trade unions to represent employees for collective bargaining.

9. The appointment of industrial disputes inquiry commissions to inquire into industrial matters or disputes.

10. Co-operative arrangements with provinces in relation to the administration of provincial labour legislation similar to the Dominion legislation and the application thereof to any industry.

Application

The measure is to apply to employees employed in industries which are within the legislative authority of Parliament to regulate. These include—

- (a) navigation and shipping;
- (b) railways, canals, telegraphs, and other works and undertakings connecting a province with any other or extending beyond the limits of a province;
- (c) lines of ships connecting provinces or extending beyond the limits of a province;
- (d) interprovincial ferries or ferries between a province and any other country;
- (e) aerodromes and air transportation;
- (f) radio broadcasting stations;
- (g) works or undertakings which have been declared for the general advantage of Canada or for the advantage of two or more provinces;
- (h) any work, undertaking or business outside the exclusive legislative authority of the legislature of any province.

Crown corporations are subject to the Act except where excluded by the Governor in Council.

Provision is made for co-operation with provinces which enact similar legislation. An agreement may be made with any such province providing for administration by the Dominion of the provincial legislation in respect of one or more provincial industries.

Changes in Bill

The following are the principal changes in the provisions of Bill 195 as compared with last year's bill:—

The means of enforcing the provision that an employer may not discriminate against an employee because he is a member of a trade union have been altered. Where formerly a court could order the employer to pay compensation for loss of employment in a case where it finds the employee has been wrongfully discharged

on account of union activities, the court may now also order the reinstatement of the employee. (Section 40.)

The waiting time of fourteen days after receipt of the report of a conciliation board, during which a union may not strike or an employer may not declare a lockout, has been reduced to seven days. (Sections 14, 15, 21 and 22.)

The definition of "employee" has been altered by adding "members of the engineering profession" to the list of groups excluded from the application of the Act. (Section 2.)

A provision relating to the qualifications of members of a Conciliation Board, which appeared in the I.D.I. Act and in P.C. 1003, but was omitted in Bill 338, has been reinserted. This provision prevents anyone with a pecuniary interest in the matters at issue, or who has recently acted as lawyer or paid agent for either party, from acting as a board member. (Section 28.)

A complete list of the changes is as follows:—

Section 2 (1) (i). The italicized word has been added:

"employee" . . . does not include . . .
(ii) a member of the medical, dental, architectural, *engineering* or legal profession qualified to practise under the laws of a province and employed in that capacity.

Section 2 (1) (p). In the definition of the word "strike", the italicized words, which were in Bill 338, have been omitted:

"strike" includes a cessation of work, or refusal to work or to continue to work, by employees in combination or in concert or in accordance with a common understanding, *for the purpose of compelling their employer to agree to terms or conditions of employment or to aid other employees in compelling their employer to agree to terms or conditions of employment.*

A corresponding change is made in the definition of "to strike" in section 2 (1) (q).

Section 9 (1). The italicized words are new:

Where a trade union makes application for certification under this Act as bargaining agent of employees in a unit, the Board shall determine whether the unit in respect of which the application is made is appropriate for collective bargaining and the Board may, before certification, if it deems it appropriate *to do so*, include additional employees in, or appropriate employees from, the unit, *and shall take such steps as it deems appropriate*

to determine the wishes of the employees in the unit as to the selection of a bargaining agent to act on their behalf.

Section 9 (3). The words "in a unit . . . the employees in which are employed by two or more employers" have been changed to read: "in a unit . . . which includes employees of two or more employers."

Section 9 (4). In the first line of this subsection the word "shall" is changed to read "may".

Sections 14 (b), 15 (b), 21 (b), and 22 (2) (b). The time of fourteen days which is mentioned therein has been changed to seven days.

Section 19 (3). The words "and give effect thereto" have been added at the end of this subsection.

Section 23. This section has been revised to read as follows:

(1) No employee in a unit shall strike until a bargaining agent has become entitled on behalf of the unit of employees to require their employer by notice under this Act to commence collective bargaining with a view to the conclusion or renewal or revision of a collective agreement and the provisions of section twenty-one or twenty-two of this Act, as the case may be, have been complied with.

(2) No employer shall declare or cause a lockout of employees while an application for certification of a bargaining agent to act for such employees is pending before the Board.

Section 28 (8). This subsection has been added:

(8) No person

(a) who has any pecuniary interest in the matters referred to the Board; or

(b) who is acting or has within a period of six months preceding the date of his appointment acted in the capacity of solicitor, legal adviser, counsel, or paid agent of either of the parties; shall act as a member of a Conciliation Board.

Section 40 (2) and 40 (3). The words printed in italics have been added:

(2) Where an employer is convicted for violation of paragraph (a) of subsection two of section four of this Act by reason of his having suspended, transferred, laid off or discharged an employee contrary to this Act, the convicting court, judge or magistrate, in addition to any other penalty authorized by this Act may order the employer to pay *compensation for loss of employment to the employee not exceeding* such sum as in the opinion of the court, judge or magistrate, as the case may be, is equivalent to the wages, salary or other remuneration that would have accrued to the employee up to the

date of conviction but for such suspension, transfer, lay-off or discharge, and may order the employer to reinstate the employee in his employ at such date as in the opinion of the court, judge or magistrate is just and proper in the circumstances in the position which the employee would have held but for such suspension, transfer, lay-off or discharge.

(3) Every person, trade union and employers' organization who contrary to this Act refuses or neglects to comply with any order of a court, judge or magistrate made under this section or any lawful order of the Board is guilty of an offence and liable on summary conviction to a fine not exceeding fifty dollars for each day during which such refusal or failure continues.

Section 41 (4). The words printed in italics have been added:

Every officer or representative of a trade union who *contrary to this Act, authorizes or participates in the taking of a strike vote of employees* or declares or authorizes a strike contrary to this Act is guilty of an offence and liable upon summary conviction to a fine not exceeding three hundred dollars.

Section 44 (3). The words printed in italics have been added:

The Minister shall take into account any report made pursuant to this section or any action taken by the Board upon a complaint referred to it under this Act in granting or refusing to grant consent to prosecute under section forty-six of this Act.

Section 45 (2). This subsection is new and reads as follows:

An information or complaint in respect of a contravention of the provisions of this Act may be for one or more offences, and no information, complaint, warrant, conviction or other proceedings in a prosecution is objectionable or insufficient by reason of the fact that it relates to two or more offences.

Section 49 (1). This subsection has been revised to read as follows:

Any document purporting to contain or to be copy of any rule, decision, direction or order of the Board, and purporting to be signed by a member of the Board, or the chief executive officer thereof, shall be accepted by any court as evidence of the rule, decision, direction, order or other matter therein contained of which it purports to be a copy.

Section 59. The words "subject to regulation" have been inserted at the beginning of this section.

Section 60. The words printed in italics have been added:

The Board may, with the approval of the Governor in Council, make rules governing its procedure, *including the fixing of a quorum of the Board*, and, where an application for certification in respect of a unit has been refused, the time when a further application may be made in respect to the same unit by the same applicant.

(2) *The rules of the Board shall have effect upon publication in the Canada Gazette.*

THE MANPOWER SITUATION IN 1947

This article reviews the progress of the Canadian economy during 1947 when record levels of employment and income were achieved.

Starting with an over-all survey, the article proceeds to a discussion of employment trends in particular industries, and then to a summary of regional developments.

It contains brief notes on the extent of unemployment, and the progress of labour-management negotiations.

In 1947, the Canadian economy achieved levels of employment and income never before equalled in its peace-time history.

The post-war reconversion of industry and redistribution of the labour force, with the accompanying frictions and bottlenecks, had largely been completed by the beginning of 1947. Most industries were able to work at capacity since the flow of materials and parts was smoother and the supply of labour was more readily available.

Demand still exceeded by far the supply of most goods. Almost all industries, therefore, were striving to produce even greater quantities of goods. Strong foreign markets sustained the export industries—those producing foods, base metals, lumber, and heavy manufactured goods—but, since a substantial proportion of exports was financed by credits, no comparable addition to the domestic supply of goods resulted in return. Domestic industries, especially durable consumer goods, could not produce enough to satisfy the home market. Imports from the United States increased rapidly, in consequence.

Accordingly, the strain on the productive capacity of the country was very great. The result was a \$1,300 million program of expansion in industrial capacity—an expenditure for capital plant and equipment larger than any previously recorded. This in turn strained the capacity of producers goods industries to the limit, further added to the general shortage of materials, notably steel, and necessitated major imports of machinery and parts from the United States.

The manpower necessary to such an extraordinary level of industrial activity

was difficult to obtain. The labour force had grown by 310,000 in 1946 as a result of demobilization. Despite this, in 1947 during the period of seasonal activity sufficient workers were not available to meet industrial needs.

Plans for selected immigration were put into effect, and representatives of government and industry started to recruit workers in Europe. Some 56,000 displaced persons and other European immigrants entered Canada during the year; there were 27,000 men, who would add to the labour force—but the others, except for several hundred service and textile workers, were chiefly wives and children.

At the end of the year, the total labour force included 4,934,000 workers, as compared with 4,848,000 in 1946. The net gain of 86,000 during 1947 was through natural increase and immigration (immigrants outnumbered emigrants, reversing the trend of recent years). The non-labour force group, mostly composed of housewives, students and retired persons, grew by 51,000 to a total of 4,069,000. This increase was concentrated in the housekeeping category, and is explained by the high marriage rate of 1947 and the addition of immigrants' families to the population.

Trends in Total Employment

The labour force is composed of employed workers plus the unemployed. Total employment in Canada rose by 158,000 during 1947 to reach 4,810,000.*

* The figures on employment are averages for the respective year unless otherwise indicated.

The expansion in employment came from the natural increase of the population, from immigration, and through further absorption of the unemployed into industry. The gain over the 1946 level of employment, however, was only 3 per cent since these sources of labour were not very large in comparison with the preceding post-war years when demobilization was taking place. Expansion was greatest in industries producing goods for which the demand was strongest and whose production was least hampered by shortages of materials and skilled tradesmen. All industries expanded except agriculture wherein employment fell by 6 per cent. Largest employment gains were recorded by construction and trade—11 and 10 per cent respectively.

Regional expansion in employment reflected the geographical distribution of industry—British Columbia, benefiting from an influx of population and great activity in her primary industries and construction, registered the greatest employment gain over 1946—9 per cent. Ontario was next with 6 per cent, which reflects further growth in her powerful manufacturing industries and the great construction program under way. The Prairies lost workers to these regions, the decline of 1 per cent in Prairie employment reflecting the decline in agricultural employment.

The expansion of labour income which occurred in 1947 did not closely follow employment trends. The total of \$6,111 millions which was earned by labour represented a gain of 18 per cent over the

TABLE I—ESTIMATES OF THE LABOUR FORCE AND ITS COMPOSITION

Thousands of persons, 14 years and over
(Source: Labour Force Survey, D.B.S.)

	Nov. 1946	Mar. 1947	June 1947	Sept. 1947	Nov. 1947
Total Civilian Non-Inst. Manpower	8,866	8,936	8,930	8,971	9,003
A. Labour Force	4,848	4,706	4,912	5,081	4,934
Employed	4,733	4,565	4,821	5,008	4,847
Agricultural	1,071	931	1,163	1,299	1,068
Operators	656	608	675	700	661
Paid workers	125	69	122	168	116
Unpaid workers	290	254	366	431	291
Non-agricultural	3,662	3,634	3,658	3,709	3,779
Paid workers	3,153	3,085	3,111	3,158	3,218
Employers	162	147	156	150	153
Own accounts	305	348	343	343	349
Unpaid	42	54	48	58	59
Unemployed	115	141	91	73	87
B. Not in the Labour Force	4,018	4,230	4,018	3,890	4,069
Permanently unable or too old to work	284	297	279	292	270
Keeping house	2,815	2,919	2,822	2,869	2,901
Going to school	538	635	600	19	592
Retired or voluntarily idle....	304	359	300	701	296
Other	28	20	17	9	10

Note: Dates apply to Survey nearest beginning of month.

TABLE II—EMPLOYMENT BY INDUSTRY

(Source: Labour Force Survey, D.B.S.)

Industry	1947 000's	1946 000's	Per Cent Change 1946-47 ¹
Agriculture	1,112	1,185	- 6
Forestry, fishing and trapping.....	117	115	+ 2
Mining	69	68	+ 2
Manufacturing ²	1,298	1,241	+ 5
Construction	252	227	+11
Transportation and Communications.....	371	343	+ 8
Trade, Finance and Insurance.....	764	693	+10
Service	827	780	+ 6
Total	4,810	4,652	+ 3

¹ The percentage gains in this table do not always coincide with the expansion quoted in the text of the Industrial Trends section, owing to classification differences in the figures used.

² Includes Utilities.

1946 level. On a per capita basis, the average increase in labour income was 15 per cent, thus matching the corresponding rise of 15 per cent in living costs. There was no change, therefore, in average "real" labour income from 1946 to 1947.

Industrial gains in labour income were in relation to the scarcity of labour and to the price advances in particular industries. Thus the primary industries—agriculture, fishing, logging, mining—together averaged an employment decline of 1 per cent, but showed an increase of 13 per cent in labour income. Construction gained 11 per cent in employment and 36 per cent in labour income; manufacturing gained 5 per cent and 21 per cent respectively. Trends in "real" income varied from industry to industry. In cases where the percentage increase in labour income less the percentage increase in employment

exceeded the 15 per cent rise in living costs, a gain in real income occurred. Accordingly, the primary industries almost broke even, substantial increases occurred in construction and manufacturing, and all other industries suffered a decline in total "real" income, as comparison of Tables 2 and 3 will show.

In November, 1947, an American Dollar Saving program was announced which was designed, in part, to have some permanent effect on the balance of trade between Canada and the United States by encouraging the manufacture in Canada of many previously imported goods and parts. Since domestic industries would be called upon to supply a wider market, to sustain exports to Europe, and to increase exports to the U.S., further expansion in employment was indicated after the initial dislocations in supply lines and labour were overcome. (Continued on page 437.)

TABLE III—LABOUR INCOME BY INDUSTRY

(Source: Labour and Prices Br., D.B.S.)

Industry	1947	1946	Per Cent Change
	\$ millions	\$ millions	1946-47
Agriculture, logging, fishing, trapping, mining....	501	444	+13
Manufacturing	2,088	1,733	+21
Construction	401	296	+36
Transportation, communication, utilities, storage, trade	1,568	1,342	+17
Finance and service	1,268	1,128	+12
Other	285	252	+13
Total	6,111	5,195	+18

TABLE IV—EMPLOYMENT BY REGION

(Source: Labour Force Survey, D.B.S.)

Region	1947	1946	Per Cent Change
	000's	000's	1946-47
Maritimes	417	408	+ 2
Quebec	1,324	1,287	+ 3
Ontario	1,702	1,612	+ 6
Prairies	955	967	- 1
British Columbia	412	378	+ 9
Canada	4,810	4,652	+ 3

TABLE V—REGIONAL DISTRIBUTION OF UNEMPLOYMENT

(Source: Labour Force Survey, D.B.S.)

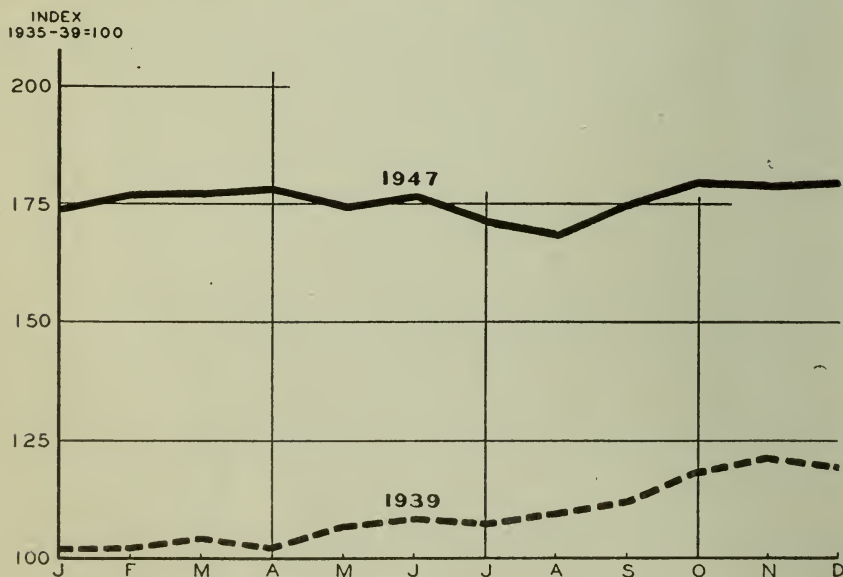
Region	Unemployed		Per Cent of Regional Labour Force Unemployed	
	000's		1947	1946
	1947	1946	1947	1946
Maritimes	19	22	4.4	5.1
Quebec	30	48	2.2	3.6
Ontario	26	40	1.5	2.4
Prairies	15	20	1.5	2.0
British Columbia	8	13	2.0	3.3
Canada	98	143	2.0	3.0

1947 WAS A YEAR OF RECORD CIVILIAN INDUSTRIAL ACTIVITY....

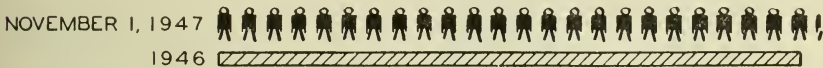
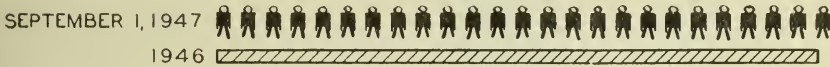
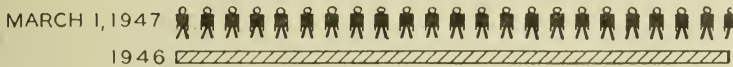
All phases of the nation's activities were at peak levels - the marked gains since 1939 reflected the great expansion of industrial capacity during the past eight years.

	1947		1939
THE PEOPLE....			
....Bought	\$ 8.7 billions	of goods and services	\$3.8 billions
....Invested	\$ 2.8 "	in capital goods	\$.6 "
THE GOVERNMENT....			
....Spent	\$ 1.5 "	—	\$.7 "
THE COUNTRY....			
....Exported and	\$ 3.5 "		\$1.4 "
....Imported	\$ 3.6 "	of goods and services	\$1.3 "
THE GROSS NATIONAL PRODUCT CAME TO....			
	\$13.1 "	—	\$5.1 "

Rising production still could not satisfy the demands of both domestic and foreign customers. Output was far above 1939 levels.

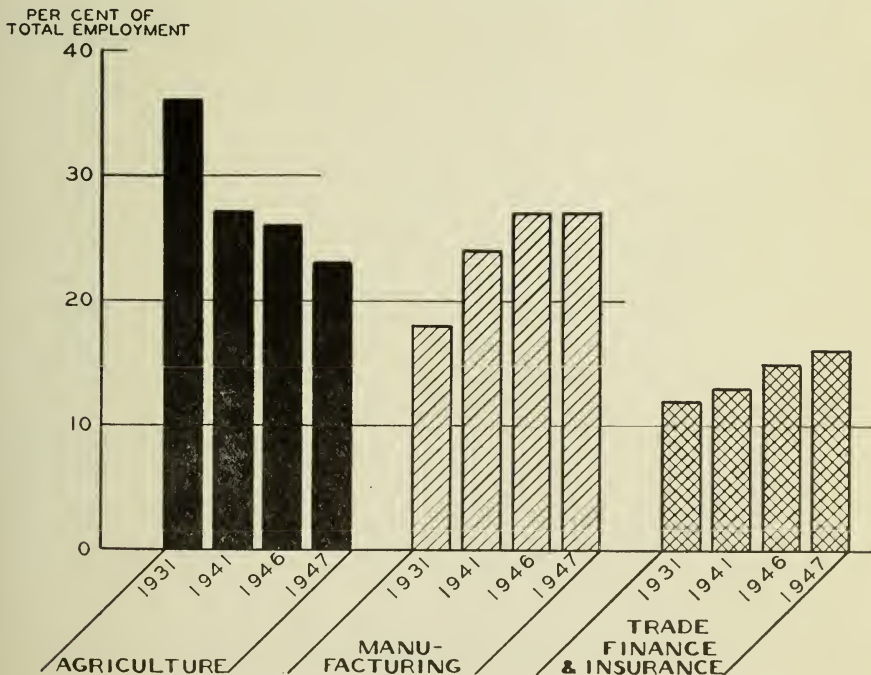


Employment expanded correspondingly in all industries to a new record of over 5,000,000 employed.



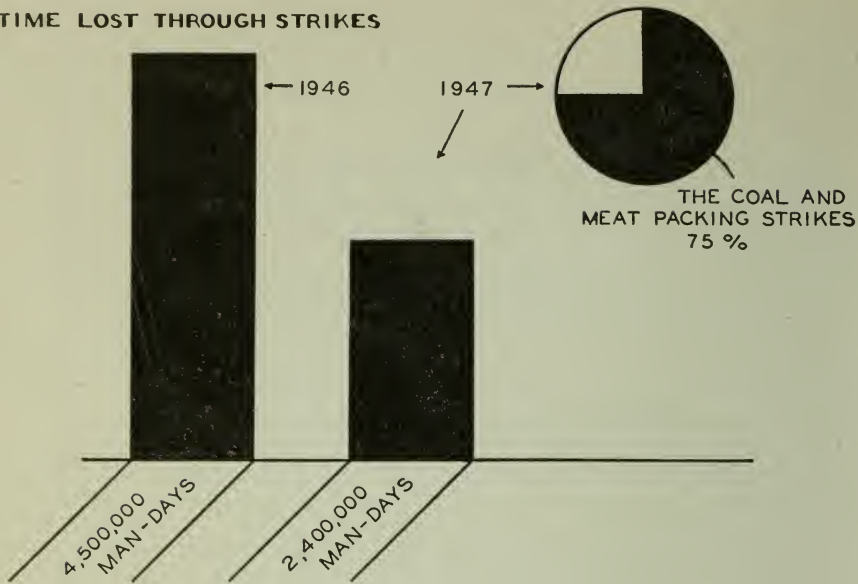
DATES APPLY TO SURVEY NEAREST FIRST OF MONTH EACH FIGURE REPRESENTS 200,000 PERSONS

The industrial distribution of workers did not change greatly from 1946 to 1947, although the long-term trend out of agriculture into urban industries continued.

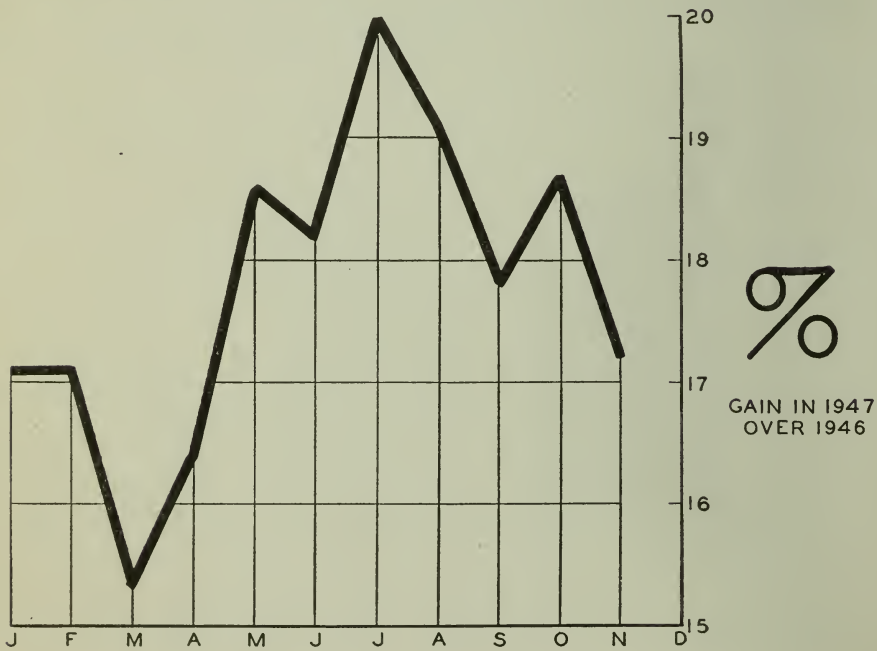


Production continued without major interruption from strikes, in contrast to 1946. Most wage increases were negotiated peacefully.

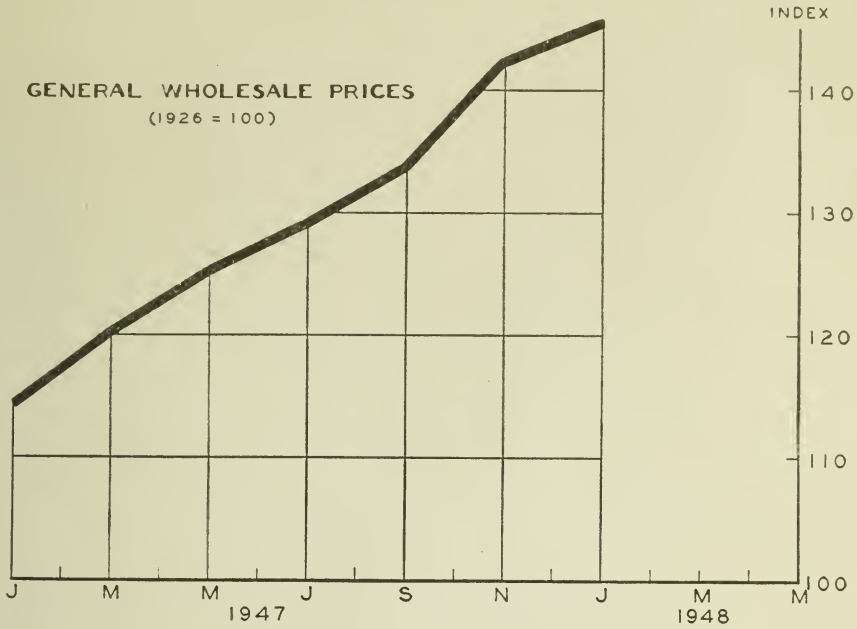
TIME LOST THROUGH STRIKES



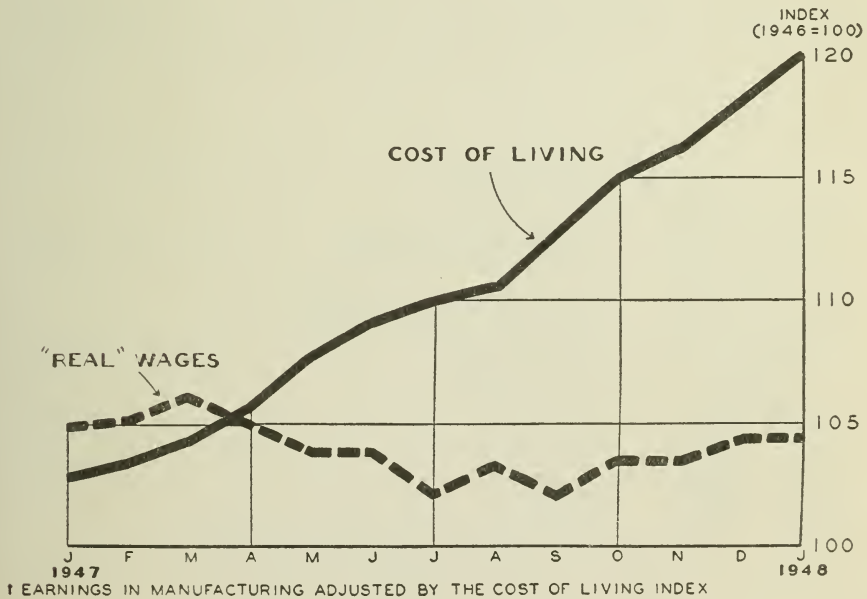
Labour income was well above the 1946 level, which helped to sustain consumer demand in a period of rising prices.



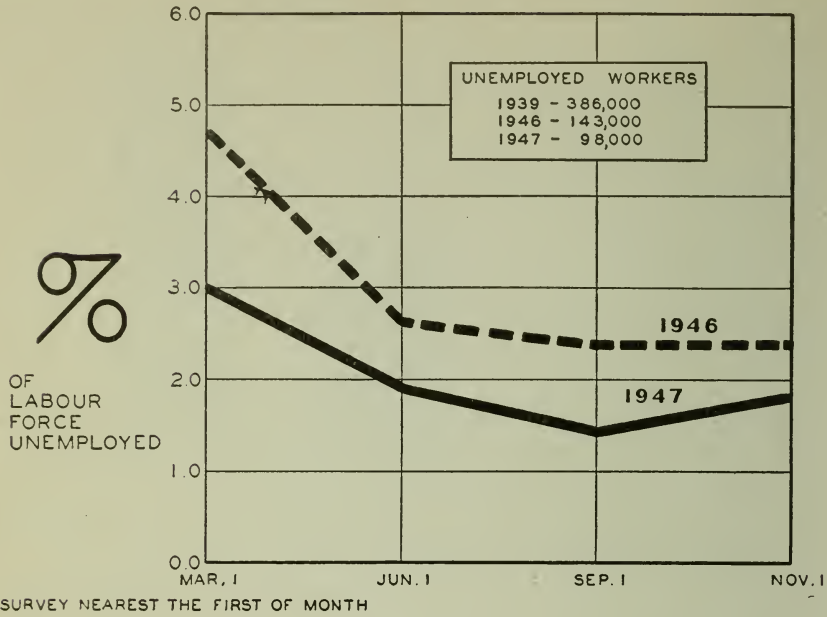
After de-control, prices rose steadily....



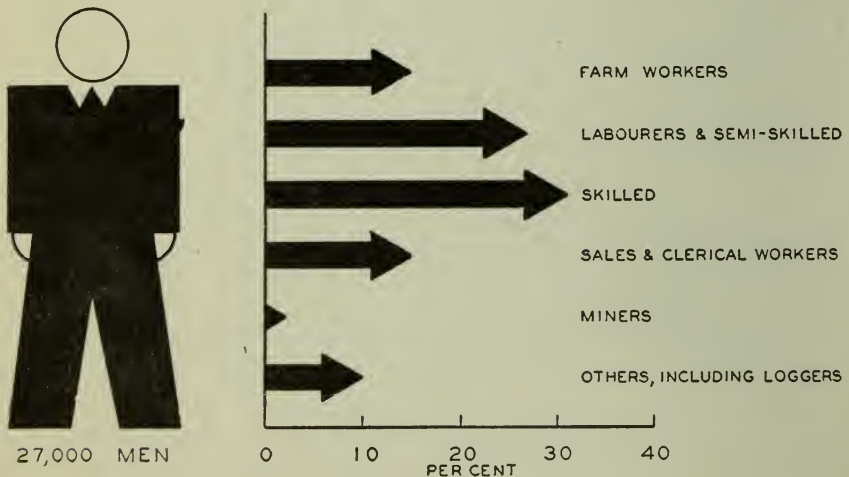
...“Real” wages sagged in the middle of the year as price gains outstripped wage advances, but recovered somewhat in December despite price increases.



Shortages of labour grew acute as mining, logging, construction and manufacturing competed for all available workers.



Immigration plans met with wide support - 64,000 persons came to Canada in the year. There were 27,000 men, most of the rest were wives and children.



Summary of Employment Throughout the Year

From the point of view of employment developments, the year 1947 can be divided into three periods.

During the first period, January to May, shortages of materials continued severe in many industries. As a result employment expansion was hindered. Early in this period, in addition, the annual tasks of stocktaking and general overhauling and repairing added to the normal seasonal increase in unemployment. As industrial stockpiles grew larger, however, employment began to rise steadily.

Accordingly, the number of applicants at National Employment Service offices started to decrease a month earlier than in 1946 and at a level of 70,000 below the 1946 peak.

The second period extended from June to October. With warm weather, expansion began in the seasonal industries. Manufacturing firms increased employment more rapidly as material shortages eased further. The logging industry was entering its slack summer season, but displaced winter loggers were quickly absorbed by the construction, agriculture and mining industries. The competition for workers became keener, and this period was marked throughout by an acute shortage of labour. For the first time in history, civilian employment passed the 5,000,000 mark. In general, jobs greatly outnumbered the supply of workers available, and inter-regional transfers of labour from surplus to scarcity areas were necessary, particularly to help the primary industries. Plans for selected immigration found wide support.

In the third period, activity in the seasonal industries began to slacken. No increase in unemployment occurred immediately, however, since expansion in logging absorbed many thousands of men from agriculture, construction, and other seasonal industries. Further, the pressure for completion of many industrial and institutional building projects kept construction work under way as long as at all possible. The dollar-saving programs of many countries affected some exports, chiefly lumber from the Maritimes, but were not serious since production of many commodities was still below minimum needs—for heavy industries, the supply of steel was the only factor limiting production, while the output of foods, fertilizers, base metals, and many other goods, could not satisfy the market.

The initial effect of Canada's dollar-saving program was slight. Minor lay-offs occurred and there was a general hesitation in labour demand. As a result, the seasonal increase in unplaced applicants registered at Employment Service offices was sharper than usual while employers worked out the implications of the program for their own businesses and made any necessary re-adjustments in supply sources. The year ended with an employment gain of 158,000 and an increase in production of 10 per cent.

Employment Trends in The Major Industries

Agriculture

Agricultural employment averaged 1,113,000 during 1947—a decline of 6 per cent from the 1946 level. The movement of population from rural to urban areas has been continuous over recent decades, and gained momentum during the war. It is estimated that 200,000 workers left agriculture in the war years and only about 20,000 returned in the immediate post-war years.

Greater mechanization, however, has enabled farmers to operate with a small year-round force except during the harvest season. Yearly farm income has risen greatly since 1939—in 1947 net farm income was \$1,377 millions, in 1939, \$461 millions—and much of it has been re-invested in the industry. This improvement in agricultural efficiency made possible the tremendous production of the past eight years despite the smaller work force. Greater investment is forecast for 1948, when agricultural machinery and implements will be in better supply.

Nevertheless, at harvest periods, special temporary help is needed to meet the seasonal peak demand for labour. During the war, organized labour movements from surplus areas to areas of scarcity were instrumental in harvesting crops without loss. In 1947, the lack of farm labour made it necessary to continue this program, which is planned through the co-operation of the Department of Labour, the National Employment Service, and the nine Provincial Departments of Agriculture. There were 12 major farm movements organized during the 1947 season, involving about 20,000 workers.

Some slight re-distribution within the occupational structure of agricultural employment occurred in 1947. A decline in the paid worker category was a result of the loss of farm workers to expanding

urban industries and construction. It was offset somewhat, however, by an increase in the number of farm operators.

Manufacturing

Employment in manufacturing industries averaged 1,298,000 in 1947. Manufacturing plants employed 27 per cent of all workers in 1947, forming the largest employment category; agriculture with 23 per cent was next. In accordance with a long-term trend of respective growth and decline for these two industries, they have reversed their share of available labour since even so recently as 1941, when manufacturing employed 24 per cent and agriculture 27 per cent of all workers.

The 5 per cent expansion in manufacturing employment during 1947 was in line with general expansion and thus the percentage of total employment in manufacturing did not change. A strong upward cyclical trend was evident throughout both 1946 and 1947, and even eliminated the seasonal patterns of many manufacturing industries. Towards the end of the year, the expansion showed signs of weakening, and the upward trend for 1948 will probably be at a more moderate rate. For many industries, especially those producing consumer non-durable goods, the market outlook had changed—the backlog of demand had been satisfied and rising prices were causing some consumer resistance. Improved efficiency was also a factor for settling employment. On the other hand, for industries such as those producing heavy producers goods and primary textiles, expansion will continue strongly as labour and material shortages ease.

CONSUMER DURABLE INDUSTRIES

The growth of employment was very rapid during 1947; a rise of approximately 13 per cent occurred. Towards the end of the year, a more moderate rate of growth was evident.

Furniture and Electrical Goods.—Employment increased by 15 per cent in 1947, and at the end of the year the trend was still upward but less steeply. The scarcity of labour eased, turnover was less and productivity improved. New residential construction will provide continued demand for furniture, in addition to the existing backlog. By the end of 1947, the 25 per cent excise tax had not affected the market for these goods in any general manner.

Automobiles and Parts.—A 21 per cent expansion in employment occurred in 1947. Production was at a high level and demand

seemed adequate to maintain it for a year or two. In the fall, however, a weakening in export markets was evident, and restrictions on the import of parts were imposed. The net result was expected to be an increase in parts manufacturing employment, probably balanced by a decline in automobile employment.

CONSUMER NON-DURABLE INDUSTRIES

Employment in firms producing consumer non-durable goods grew about 6 per cent during 1947, but by the end of the year the force of expansion was almost spent and only a slight rise was expected in 1948. Import restrictions affected supplies for the clothing industry and market equilibrium was reached in the tobacco industry; this curtailed any further expansion of the total group.

Food Processing.—Industries processing animal products recorded a decrease in employment, although the strike in meat-packing plants somewhat obscured the total trend. The supply of labour was adequate and generally efficient particularly following the settlement of the meat-packing strike in October. The market outlook for most animal products remained strong at the end of the year and slight gains in employment were indicated for 1948. Employment in the edible plant products division expanded markedly in 1947, but only slight further growth was expected.

Pulp and Paper.—Employment rose by about 10 per cent during 1947, to the capacity of existing plant facilities. High wage rates attracted workers, although housing shortages near newly built plants were a problem. Further growth will occur only as additional new plants open. Record newsprint tonnage was produced in 1947—the output of 4.5 million tons was an increase of 9 per cent over 1946 production.

PRODUCERS GOODS INDUSTRIES

Expansion of about 5 per cent occurred during 1947 despite the serious handicap of steel shortages. This group was in the strongest position of all manufacturing industries at the end of the year and further employment expansion was indicated for 1948. Declining employment in aircraft and shipbuilding was offset by gains in the other component industries.

Machinery Building.—Towards the end of 1947, employment expansion became stronger and more rapid growth could be expected in 1948. Serious steel shortages depressed employment throughout the year.

Shortages of critical materials were fewer than in 1946 but those remaining were more serious. The present high volume of private investment and construction in Canada directly stimulates this industry. Backlogs of demand for rolling stock are strong and expansion of hydro-electric resources creates orders for heavy electrical goods.

Integrated Steel.—A mild upward trend in employment occurred during 1947 as plant capacity expanded slightly. Labour supply was adequate and absenteeism and turnover improved at the end of the year, but this was partly due to the seasonal increase in unemployment. The demand for steel has been well ahead of supply, and the problem for producers was, not to find orders, but to allocate their output fairly among their customers.

Agricultural Producers Goods.—The trend of employment in this industry has been steadily upward since the end of the war. During 1947, the increase was about 10 per cent. The industry operated at capacity throughout the year, and expansion in plant facilities and employment should continue in 1948 as there is a large volume of unsatisfied demand for these products. Labour supply did not limit production, but steel was very scarce.

Logging

Pulpwood logging in the eastern regions expanded by about 32 per cent in 1947; the cyclical movement pointed upward at the end of the year but at a considerably reduced rate. The labour situation improved in most regions and in one or two districts surpluses were reported because of the heavy seasonal movement of workers from western farms. The labour shortage was relieved greatly by the arrival of about 3,400 displaced persons. Labour turnover was high, but not serious because of the good supply of replacements.

British Columbia logging includes both pulpwood and sawlog cutting. All operations are on a year-round basis and seasonality is of minor importance. Employment expansion in 1947 averaged about 24 per cent. World demand for lumber is at a high level which in turn sustains sawmill demand for logs. The industry, on the whole, was able to satisfy sawmill requirements, owing to the adequate labour supply.

Coal Mining

Employment in the coal mining industry was relatively stable in 1946 except for seasonal changes. In 1947, however, the

Nova Scotia coal mine strike reduced total employment to about one-half of the previous level. Following the strike settlement, employment was never fully restored to its peak 1946 level but owing to the increased production of the Nova Scotia mines, total Canadian output of coal in the last months of 1947 exceeded that for corresponding months of 1946 with over 2,000 fewer men on the payroll. Apart from the seasonal fluctuations, no further uptrend was expected.

Metal Mining

Employment expanded about 8 per cent during 1947, and at the end of the year the trend was still upward. Production increased as the labour force grew. For gold mines, labour supply still remained a problem, but some improvement over 1946 conditions had occurred. Substantial operating profits for base metal mines plus an increased labour supply enabled development work to progress well—during the war years this side of operations was of necessity neglected. Most companies reported considerable improvement in their positions with regard to known ore reserves.

Construction

Expansion in employment in 1947 was about 11 per cent over 1946 levels. A more even and balanced flow of supplies to building sites was achieved during the year, so that work stoppages were not as frequent. Improved efficiency of construction workers resulted from greater experience, and an increase in the pool of skilled men. Immigration slightly enlarged the total supply of labour. More machinery was available in 1947, thus helping to raise productivity.

Retail Trade

Employment averaged an 8 per cent gain over 1946 levels, but the strong upward movement had weakened by the end of the year and stability was indicated. There were signs that a peak had been reached as far as the physical volume of sales was concerned. Most firms were well aware that new dollar volume records were the result of price increases and as a result were reducing costs wherever possible; inventories were watched carefully and kept to a minimum. The increase in charge account and credit buying meant that a substantial portion of sales were supported by future earnings, which caused management to be very conservative in so far as hiring additional workers was concerned.

Summary of Regional Employment Trends

The Maritimes

Employment averaged 417,000 in 1947, a gain of 2 per cent over 1946 levels. This region, however, remained a labour surplus area. A continuous outflow of population in 1947 lowered the incidence of unemployment, but it was still more than twice the national average.

The heavy iron and steel industry of Nova Scotia expanded fairly steadily. Production of locomotives and rolling stock, and shipbuilding, demanded large supplies of steel. As a result, the steel plant worked at capacity throughout the year. The four-month coal strike lowered total coal production, but following the settlement a marked increase in productivity took place. The coal strike also considerably depressed activity in retail trade.

Long-term problems grew more serious towards the end of the year. Austerity programs of European countries affected the Maritimes more severely than any other region. They directly hit the export industries—lumber, apples, potatoes—and indirectly, the transportation and service industries which were involved in sending abroad the shipments of other regions.

For the lumber industry, the end of the British contract meant a shift of employment to pulpwood cutting. Unemployment in this industry will not be very serious, however, since many bushworkers are also farmers. The British Columbia logging industry has been recruiting skilled men from New Brunswick, but these the industry cannot well spare. Fishing was in a depressed state during 1947 owing to market difficulties in the United States but will benefit from the tariff concessions announced in November.

At the end of the year, no improvement in the over-all employment situation seemed indicated. Unemployment would probably continue at the same level in 1948.

Quebec

Employment in Quebec averaged 1,324,000 in 1947, having risen 3 per cent during the year. The increase equals the national average. Post-war industrial re-organization left "spot" labour surplus areas in Quebec in places where munitions factories closed and reconversion to civilian production was not possible. The labour force proved fairly mobile, however, and in 1947 unemployment was reduced

to 2 per cent of the labour force. Montreal, Chicoutimi, and Sherbrooke, especially became areas of acute labour shortage.

Heavy industrial expansion occurred in electrical apparatus industries, in primary and secondary textiles, in rubber, iron and steel and tobacco, while mining, logging, and construction also had heavy production programs under way. The available labour supply gave greater production value in 1947, since there were no major interruptions from strikes and supplies were better organized although steel shortages were generally acute.

The import restrictions affected several Quebec industries—clothing, textiles, leather, electrical, and iron and steel industries. Employment in primary textiles will be stimulated to meet the needs of the clothing industry; expansion in the latter will probably be curtailed, but in any case the industry would most likely have faced a slackening in consumer demand during 1948. The boot and shoe industry will likely experience some buyers' resistance to rising prices. The other industries will seek new sources of supply in Canada, which ultimately will mean further employment expansion.

Tariff concessions for base metals will further widen their markets, but expansion is limited as production is near capacity.

At the end of the year, the basic trend of employment was upward. Higher levels of employment and production were indicated for 1948. Labour shortages will continue, but unemployment in certain areas may become larger.

Ontario

Employment in Ontario during 1947 was well above the wartime peak—it averaged 1,702,000. A 6 per cent expansion occurred during the year, and greater growth was limited only by shortages of labour, materials, and equipment.

Ontario supports an increasing percentage of total employment in Canada, a trend which the war speeded up. Workers migrated from the Prairies, Quebec, and the Maritimes, attracted by the high wages of war industry. The post-war years did not reverse this trend, since for Ontario industry large-scale reconversion to civilian production was possible. Manufacturing firms are the chief employers but the industry of the region is well diversified—logging, mining, agriculture, service and construction are all very active, and within manufacturing itself there is an ample diversification of production.

Extensive post-war capital expansion in all industries strained the manpower and material resources of the region. Industrial expansion caused a serious shortage of hydro-electric power, which in turn necessitated a major program of development in this field. Numerous firms recruited workers from labour surplus areas of the Maritimes, and 55 per cent of all immigrants during 1947 took up residence in Ontario.

The import restrictions, after initial adjustments, should prove stimulating for Ontario since its industries are pointed particularly at the domestic market. Shortages of labour and of materials, however, will then be even more severe, and the construction industry even busier than in 1947, a record year in itself.

Employment therefore will probably continue to expand in 1948.

Prairies

Employment in 1947 averaged 955,000, a decline of 1 per cent from the previous year. The decline reflects the movement of farm workers to other regions, chiefly British Columbia and Ontario.

Non-agricultural employment has risen steadily throughout the war and post-war years since no major reconversion of the war-stimulated industries was necessary; the world demand for foodstuffs and minerals continued to rise after the war. The improvement in net farm income during the past seven years enabled a great reduction in farm debts, and heavy demand for producers and consumers goods resulted.

During the year, a return to greater production of wheat and field grains with less emphasis upon hog production, which had expanded strongly during the war, was evident. This was a movement towards pre-war patterns.

The employment outlook at the end of the year was favourable. The outflow of population would probably continue. Unemployment, which was only 1.5 per cent of the labour force in 1947, was not expected to be a problem.

British Columbia

Employment averaged 412,000 in 1947, representing a gain of 9 per cent during the year and bringing it to a level slightly above the wartime peak. The record year of activity was accompanied by a major re-organization of industry and of the labour force since the aircraft and ship-building industries, which were responsible for the war boom, underwent a marked contraction during the post-war years.

The wartime influx of population from the Prairies continued in 1947, and provided much-needed labour for the primary industries. It also added to the problem of seasonal unemployment, since during the winter months the labour surplus concentrated in the Vancouver area whereas employment opportunities were chiefly in the hinterland. Nevertheless the ratio of unemployment to the labour force averaged only 2 per cent for 1947, which equalled the national average and was an improvement over the 3.3 per cent of 1946.

The heavy world demand for the primary products of British Columbia and the rapid growth of the population led to large-scale development programs in housing, public utilities, logging, mining, and fishing and these will continue in 1948. Further employment expansion is expected, therefore, although unemployment in the off-seasons will probably again be quite substantial.

Unemployment

Unemployment had averaged only 3 per cent of the labour force in 1946 and fell to 2 per cent in 1947 as displaced workers fitted into new employment or moved away from labour surplus areas. The average for the year was 98,000 but at the peak of summer activity there were only 73,000 unemployed. The shortage of labour was acute—geographical and occupational dislocations between labour supply and demand made the situation even more difficult than the total figure would indicate.

In Ontario particularly, workers were very scarce since all types of industry were expanding—this region supported 35 per cent of total employment and 25 per cent of total unemployment in 1947; further, the unemployed formed only 1.5 per cent of the Ontario labour force. The Maritimes remained a serious labour surplus region, although there was slight improvement over 1946 conditions; the unemployed formed 4.4 per cent of the regional labour force, more than twice the national average.

The general shortage of workers, however, enabled considerable progress to be made on the problem of the marginal worker. This group includes older or physically-handicapped workers, and young persons without previous experience. The labour scarcity, plus greater publicity concerning the problem, opened many more jobs to this group. The *suitable* job is the essential thing for the marginal worker, whose productivity equals if not betters

an average worker's as long as the conditions of the job suit his capabilities. Numerous interviews with prospective employers, and with the worker himself (whose morale is often poor) are necessary to each placement in this category. Unskilled workers are included in the group, but in 1947 it was not difficult for them to find employment since labourers were in general demand. Special placements of physically handicapped by the Employment Service in 1947 totalled 14,500.

Industrial Relations

Most labour-management negotiations during 1947 reached peaceful conclusions. The time lost through strikes was only 50 per cent of the 1946 amount, and 75 per cent of the 2,400,000 man-days lost in 1947 was due to two major strikes alone. The first of these strikes involved the coal miners of Nova Scotia, and focussed public attention on an industry whose competitive position has long been poor and in which the history of labour-management relations has been very unsettled and even violent. The second major dispute, in the meat-packing industry, brought to the fore the problem of provincial government conciliation in disputes involving companies whose plants were established in more than one province. In both of these strikes, gains by the workers were chiefly in the form of wage increases.

The remaining 600,000 man-days were accounted for by other disputes in various industries. Disputes in construction occurred in different areas across the country, but no nation-wide bargaining was involved.

Strikes which caused considerable time loss also took place in fishing, metal mining, textile manufacturing and transportation.

Conclusion

In summary, the economy achieved record levels of production and employment in 1947. The post-war re-distribution of the labour force was completed.

Domestic purchasing power continued strong and most export industries experienced heavy foreign demands. Interruptions to production were less frequent than in 1946 since materials were in better supply, though steel was still very scarce; no extensive strikes occurred as in the previous year. Private investment added to the capital resources of the country to the extent of \$2,042 millions, a record level. The population gained through selected immigration, but manpower resources were severely strained. Employment exceeded 5,000,000 during summer activity—also a record—and unemployment sank to a minimum. Labour shortages characterized the year.

In the latter half of the year, this unprecedented prosperity was threatened to some degree by the international financial situation. The immediate danger was lessened by the imposition of import controls, however, and subsequent progress of the European Recovery Program in the United States will further help our financial difficulties.

The employment outlook for 1948 is favourable. Private investment exceeding the 1947 record by 18 per cent is forecast, which will mean further expansion of industrial capacity and employment. A continuing shortage of workers is indicated, although further immigration will ease the strain. In certain areas, however, equilibrium between labour supply and demand has been reached, and pockets of unemployment may result. Greater emphasis will therefore be given to movement of labour, and progress on the housing program will facilitate this. In general, a moderate expansion in employment is forecast for 1948. Only a 2 per cent increase in the labour force is expected, and thus expansion in employment in certain industries will of necessity occur to some extent at the expense of employment in others. Contraction in some sectors, stability in many areas and continuing expansion in others will change the distribution of employment to a small extent in the direction of the primary and heavy manufacturing industries.

FORECAST OF PRIVATE AND PUBLIC INVESTMENT IN CANADA, 1948

In past years high levels of employment and income have generally been accompanied by unusually large outlays on various types of construction and on machinery and equipment. An increase of 17 per cent in new capital investment by business, government and other sources is forecast for 1948, although in terms of volume, after allowing for price increases, the expansion is not so substantial.

Canadian business is planning a further increase during 1948 in its expenditures on new construction, machinery and equipment, according to a survey of 13,000 business establishments conducted by the Economic Research Branch of the Department of Reconstruction and Supply. The results of the survey are contained in a booklet tabled by the Rt. Hon. C. D. Howe in the House of Commons recently, entitled *Private and Public Investment in Canada, Outlook, 1948*.

According to the report, governments also are planning to increase their capital expenditures.

"The grand total of new capital investment in Canada—by industry, institutions, governments, and individual farmers and housebuilders—for 1948 is forecast at \$2.8 billion, 17 per cent more than the \$2.4 billion achieved in 1947," the report states. "In addition there are repair and maintenance expenditures expected of approximately \$1.2 billion, representing an increase of 4 per cent over 1947 dollar figures."

Features of the Forecast

"The outstanding feature of the 1948 program," the report continues, "is, of course, the absolute dollar size. Although the questionnaires to industry were made out after the November 17, 1947 announcement of exchange restrictions on imports, the \$2.8 billion estimate of new capital expenditures is an all-time, peace or war-time, record.

"In terms of volume, after allowing for price increases, the expansion is not so striking. By this measure construction will be up about 5 per cent; machinery and equipment not at all; and maintenance and repairs will be down. In fact, manu-

facturing and some primary industries show some decline, in physical terms, from the levels of last year's expansion, but it must be remembered that last year's expansion in these industries was at record level. Utilities and, to a less important although greater relative extent, institutions are planning substantial increases, in both dollar and physical terms, over last year's expansion.

"Estimated increases in direct government capital expenditures in the case of the Dominion in particular, and of provincial governments in general are moderate. Municipal increases are expected to be larger, mainly to provide necessary services in areas where there has been marked population growth in recent years. Expenditures by government owned utilities and other enterprises are up significantly more than direct expenditures by government departments.

"The degree of firmness to be expected in the forecast is of general interest and basic importance. Actual realization of the estimates made by business enterprise for 1946 turned out to be only 75 per cent. This was apparently due to failure to make adequate allowances for material shortages and strikes—many, of course, which could not be foreseen. Realization of the 1947 intentions for business groups covered in the survey, however, was in value terms almost exactly 100 per cent. Higher prices than expected meant that a slightly smaller volume of capital expansion than planned was completed."

The report intimates that the prospects for realization of the 1948 forecast are good. "An important qualification is maintenance of industrial peace and of an uninterrupted flow of necessary materials.

There are other factors which might also cause some last minute postponements and changes in plans, but in this connection, as has been observed, the questionnaires were made out and the estimates compiled after the November 17, 1947, announcement of the general policy of control of capital goods imports. The primary effect of this policy appears more likely to concern the composition of the investment program than its size."

Emphasizing the relationship between capital expansion and employment levels, the report describes domestic capital expansion as one of the two major stimuli of the whole Canadian economy, export trade being the other.

"In past years," it states, "high levels of employment and income have generally been accompanied by unusually large outlays on various types of construction and on machinery and equipment. Since the end of the war this tendency has been accentuated as a result of the large accumulated needs for capital goods carried over from the war and also from the pre-war depres-

sion period. Under this dual stimulus, private and public investment outlay in Canada has increased sharply since the end of the war."

Compared with an annual average of approximately \$0.7 billion for the period 1935 to 1939, such expenditure rose from \$1.6 billion in 1946, the first full post-war year, to \$2.4 billion in 1947, and is estimated at \$2.8 billion in 1948.

Significance of the Forecast

Commenting on the significance of the forecast, the report states:—

"In terms of its demands upon the productive facilities of the country, the 1948 investment program based upon the survey of investment intentions involves only a very moderate increase over the 1947 position. This small margin of increase would be further narrowed if productivity improves. Nevertheless, in view of the likelihood of continuing strong demands in all other major sectors of the economy even this small increase can be

TABLE 1.—CAPITAL, REPAIR AND MAINTENANCE EXPENDITURES, BUSINESS AND OTHER, CANADA, 1947 and 1948*
(Millions of Dollars)

Item No. Type of Expenditure		Capital Expenditures			Repair and Maintenance Expenditures	Total
		Con- struction	Machinery and Equipment	Sub- Total		
Business—						
(including government owned corporations)						
1. Manufacturing	1947	172	341	513	265	778
	1948	173	381	554	266	820
2. Primary Industries and Construction Industry	1947	90	325	415	183	598
	1948	114	350	464	198	663
3. Utilities	1947	142	229	371	336	707
	1948	193	283	476	349	825
4. Commercial, Merchand- izing and Services...	1947	115	118	233	117	350
	1948	153	149	272	111	382
5. Sub-total (Items 1 to 4)	1947	519	1,013	1,532	901	2,433
	1948	633	1,133	1,766	924	2,690
Other—						
6. Institutions†	1947	69	11	80	21	101
	1948	127	18	145	23	168
7. Housing	1947	504	..	504	121	625
	1948	599	..	599	137	736
8. Direct Government ...	1947	246	42	288	138	426
	1948	265	44	309	142	452
9. Sub-total (Items 6 to 8)	1947	819	53	872	280	1,152
	1948	991	62	1,053	302	1,355
10. Total (Items 5 and 9)	1947	1,338	1,066	2,404	1,181	3,585
	1948	1,624	1,195	2,819	1,226	4,045

* Preliminary estimate of actual expenditures in 1947 and forecast for 1948.

† Including churches, hospitals, schools and universities.

expected to have some effect toward prolonging the inflationary pressures now dominant. To the extent that accumulated demands exist that are not represented in the forecast, these inflationary influences are reinforced.

On the other hand complete realization of the \$2.8 billion program would involve little, if any, additional transfer of productive facilities into capital goods indus-

tries. Consequently, it should not increase the economic vulnerability connected with the high level of investment activity achieved during 1947. The current position is none the less vulnerable in that it represents a level of investment not likely to be maintained indefinitely once the accumulated demands for both replacement and expansion of capital stocks are exhausted.

TABLE 2.—CAPITAL, REPAIR AND MAINTENANCE EXPENDITURES, PRIVATE AND PUBLIC, CANADA, 1947 AND 1948*
(Millions of Dollars)

Item No. Type of Expenditure	Capital Expenditures			Repair and Maintenance Expenditures	Total	
	Con- struction	Machinery and Equipment	Sub- Total			
Private—						
1. Business Enterprises (excluding Utilities)	1947	376	781	1,157	563	1,720
	1948	439	846	1,285	571	1,856
2. Privately Owned Utilities	1947	85	139	224	190	414
	1948	105	165	270	194	464
3. Institutions and Housing	1947	504	7	511	134	645
	1948	618	11	629	151	780
4. Sub-total (items 1 to 3)	1947	965	927	1,892†	887	2,779
	1948	1,162	1,022	2,184	916	3,100
Public—						
5. Government Owned Utilities and Other Enterprises§	1947	57	92	149	148	297
	1948	88	122	210	158	368
6. Government Operated Institutions and Housing ‡	1947	70	5	75	8	83
	1948	109	7	116	9	122
7. Direct Government ...	1947	246	42	288	138	426
	1948	265	44	309	142	451
8. Sub-total (Items 5 to 7)	1947	373	139	512	294	806
	1948	462	173	635	310	945
9. Total Private and Public (Items 4 & 8)	1947	1,338	1,066	2,404	1,181	3,585
	1948	1,624	1,195	2,819	1,226	4,045
Public—						
10. Dominion Government	1947	98	52	150	147	297
	1948	118	62	180	153	333
11. Provincial Governments	1947	164	56	220	70	290
	1948	193	80	273	76	349
12. Municipal Governments	1947	73	11	84	58	142
	1948	85	10	95	63	158
13. Total (Items 10, 11 and 12)	1947	373	139	512	294	806
	1948	462	173	635	310	945

* Preliminary estimate of actual expenditures in 1947 and forecast for 1948.

† The sum of these two items is equivalent to the figure on "gross home investment—plant, equipment and housing" shown in the National Accounts amounting to \$2,042 million. National Accounts, Income and Expenditures, Preliminary 1947. Dominion Bureau of Statistics, Ottawa, 1948.

§ This covers, in general, publicly owned establishments whose principal sources of funds are from the provision or sale of goods or services to the public. Municipal hospitals are included in this group.

‡ This includes only government housing, provincial hospitals and municipal schools.

"It appears, therefore, that the present high level of investment activity foreshadows a period of under-employment unless compensatory demands arise or are created to take up the slack. Public projects now being deferred will constitute one such compensating demand although these are not likely to be adequate to offset the full decline in private investment that can eventually be anticipated.

"The difficulties of keeping government investment expenditures down while private investment is increasing are of course quite apparent. The major part of government investment expenditure is made on utilities, schools, hospitals and other public service groups and the demand for these services increases with the expansion of private business. This demand has been further aggravated in the past few years as a result of population shifts from rural to urban areas and as a consequence of the postponement of work during the war. Nevertheless a careful screening of government projects with a view to postponing deferrable expenditures results in a significant reduction of investment which in turn contributes to an easing of over-inflated demand. If private business were to adopt a similar pattern of timing its capital expenditures, only the most essential work would be proceeded with in periods of high economic activity, creating less inflationary pressures on the capital goods industries and providing a more regular flow of orders."

Tabular Material

The greater part of the report consists of tabular material, giving national, regional and city totals, subdivided by industry.

Basic and Building Materials

A separate and supplementary report issued by the Department of Reconstruction and Supply is entitled *Production of Basic and Building Materials in Canada, Outlook, 1948*.

Pointing out that one of the most important factors limiting the production of capital goods has been the shortage of many of the basic materials out of which they are made, the report covers nine basic materials and 30 building materials that are or have been recently in short supply.

It indicates that output of eight out of nine basic materials is expected to be maintained during 1948 at the high levels achieved last year, while in the ninth, coal, an increase in volume of 16 per cent is

anticipated. In the absence of particularly unfavourable developments, such as widespread industrial disputes, the only materials that will be in critically short supply are the primary iron and steel items. Production of 30 types of building materials show further improvements for 1948, with increases of over 20 per cent indicated for bathtubs, steel pipe and fittings, gypsum plaster, gypsum lath, rock wool batts and construction tile. Smaller increases are expected for all other items except for two, where decreases are anticipated.

The report contains considerable tabular material.

Special Depreciation for Industrial Expansion

A third report issued recently by the Department of Reconstruction and Supply is entitled *Encouragement to Industrial Expansion in Canada*. It deals with the operation of special depreciation provisions from November 10, 1944 to March 31, 1949.

Special depreciation was a measure designed to reduce the amount and postpone a part of taxes payable by companies making investment expenditures in the transition period from war to peace when taxation levels continued to remain high, construction, machinery and equipment costs were rising, and an uncertain outlook for the future prevailed.

This report reviews the scope and significance of special depreciation provisions and the economic impact of the investment expenditures brought within its orbit. As a background, the report deals briefly with the creation of the wartime industrial structure, the problem of its adaptation for peacetime purposes to consolidate the gains of wartime economic development in Canada and the fiscal aids given to private industry to stimulate plant expansion both in war and peace.

Special depreciation has been approved for investment expenditures of \$1.4 billion which reporting companies expect to spend between November 10, 1944, and March 31, 1949. This outlay involves 8,054 different projects planned by 4,212 companies. It entails the conversion, modernization and expansion of 3,668 existing plants and the establishment of 1,174 new plants. Broadly, about two-fifths of all business investment and some four-fifths of total manufacturing investment undertaken in the transition period has been or is making use of special depreciation provisions.

CITY WORKER'S FAMILY BUDGET IN THE UNITED STATES

A budget of the living costs of a worker's family in the United States has been developed by the U.S. Bureau of Labour Statistics for 34 cities.

The budget is described as "not a 'subsistence' budget, nor is it a 'luxury' budget; it is an attempt to describe and measure a modest but adequate standard of living."

The cost of goods and services included in the American city worker's family budget for four persons in June, 1947, ranged from \$2,734 in New Orleans to \$2,111 in Washington, D.C., the lowest and the highest cost cities among 34 surveyed by the Bureau of Labour Statistics in the spring of 1946 and summer of 1947. The estimated total cost of the budget for these two cities—including taxes, insurance, and occupational expenses, which add from 8 to 12 per cent to the cost of goods and services—amounted to \$3,004 and \$3,458 respectively. According to a description of the budget (contained in an article in the Bureau's *Monthly Labour Review*, which has been reprinted as a separate report), these totals do not take account of the rise in retail prices—especially food—which took place after June, 1947.

In March, 1946, when the budget was first priced, and prior to the rapid rise in prices of living essentials which followed the dropping of price controls in the summer of 1946, the total cost of goods and services ranged from \$2,345 in Houston to \$2,718 in Washington, D.C. Addition of taxes, insurance, and occupational expenses brought the totals to \$2,532 in Houston and \$2,985 in Washington.

The cost of the city worker's family budget for each of the 34 cities surveyed is shown in Table I. The report points out that although the consumers' price index of the Bureau of Labour Statistics is prepared for the average of all large cities as a measure of changes in prices, no national average is prepared for the city worker's family budget. Such an average would require surveys in many additional small and middle-sized towns. "Moreover," the report states, "dollar totals have meaning mainly in terms of a single city and not as a national average."

The survey was undertaken at the request of a congressional committee.

Level of Living

The following extract from the report explains the standard of living which the budget is intended to provide.

"The budget was derived under the general guidance of a technical committee. It applies to an employed worker's family of four; husband, aged 38, who is the breadwinner; wife, aged 36, the homemaker; and two children, a boy 13 years of age in high school and a girl 8, in grade school. The family lives in a separate house or apartment; there are no lodgers or co-tenants, and the husband has no dependents other than his wife and children.

"The family dwelling, which is rented, contains five rooms, including a kitchen and a bathroom, and is supplied with hot and cold running water. Ordinary safeguards against unsafe or unsanitary conditions are provided. There is at least one window in each room, to afford daylight illumination and ventilation, and electric lighting equipment is installed in each room. The type of heating equipment and the amount of fuel required to maintain an average room temperature of 70° F. in the winter months varies in accordance with the climate of the locality. The dwelling is located within reasonable commuting distance of major centres of employment, high schools, churches, and shopping, and within walking distance of food stores and elementary schools.

"The wife does all the cooking, cleaning, and laundry without paid assistance. The home is equipped with the usual house-furnishings and the mechanical aids which are considered household necessities—a gas or electric cook stove, a mechanical refrigerator, and a washing machine. Some

furniture, kitchenware, appliances, and household linens are purchased each year in order to maintain household inventories. The budget also provides the supplies of soap and cleaning materials essential to insure cleanliness.

"The food budget provides a diet that approximates the nutritional allowances recommended by the Food and Nutrition

Board of the National Research Council. The specific foods and their quantities are typical of those purchased by families in the United States whose diets are satisfactory and do not differ greatly in the quantities of calories or nutrients from the allowances recommended. They are not the selections of experts who may know much more about the 'best buys' in terms

Table 1.—Total Cost of U.S. City Worker's Family Budget in 34 Cities

City	June 1947		March 1946	
	Total cost of goods and services	Estimated total cost of budget	Total cost of goods and services	Estimated total cost of budget
Washington, D.C.	\$3,111	\$3,458	\$2,718	\$2,985
Seattle, Wash.	3,054	3,388	2,660	2,913
New York, N.Y.	3,019	3,347	2,583	2,820
Milwaukee, Wis.	2,988	3,317	2,575	2,811
Boston, Mass.	2,981	3,310	2,598	2,842
Detroit, Mich.	2,974	3,293	2,578	2,813
Pittsburgh, Pa.	2,973	3,291	2,535	2,761
Minneapolis, Minn.	2,965	3,282	2,550	2,779
Chicago, Ill.	2,965	3,282	2,561	2,793
San Francisco, Calif.	2,964	3,317	2,582	2,853
Baltimore, Md.	2,944	3,260	2,565	2,797
St. Louis, Mo.	2,928	3,247	2,580	2,824
Mobile, Ala.	2,925	3,276	2,557	2,826
Norfolk, Va.	2,919	3,241	2,563	2,804
Memphis, Tenn.	2,912	3,220	2,524	2,750
Los Angeles, Calif.	2,910	3,251	2,512	2,766
Birmingham, Ala.	2,904	3,251	2,521	2,781
Richmond, Va.	2,904	3,223	2,542	2,776
Cleveland, Ohio	2,897	3,200	2,495	2,712
Portland, Maine	2,894	3,200	2,511	2,735
Denver, Colo.	2,870	3,168	2,494	2,711
Philadelphia, Pa.	2,867	3,203	2,442	2,681
Seranton, Pa.	2,866	3,163	2,422	2,623
Savannah, Ga.	2,855	3,150	2,502	2,721
Portland, Oreg.	2,854	3,161	2,521	2,748
Atlanta, Ga.	2,853	3,150	2,475	2,691
Jacksonville, Fla.	2,843	3,135	2,466	2,677
Manchester, N.H.	2,837	3,132	2,481	2,700
Cincinnati, Ohio	2,830	3,119	2,467	2,678
Buffalo, N.Y.	2,810	3,095	2,415	2,615
Indianapolis, Ind.	2,790	3,098	2,440	2,667
Kansas City, Mo.	2,739	3,010	2,405	2,603
Houston, Tex.	2,735	3,007	2,345	2,532
New Orleans, La.	2,734	3,004	2,381	2,573

Table 2.—Distribution of the Cost of the City Worker's Family Budget in Birmingham, Alabama

Item	March 1946		June 1947	
	Amount	Percent of total	Amount	Percent of total
Food	\$ 824	32.7	\$1,057	36.4
Housing	671	26.6	702	24.2
Clothing	357	14.2	425	14.6
Medical care	155	6.1	161	5.5
Transportation	248	9.8	261	9.0
Other goods and services	266	10.6	298	10.3
Total goods and services	<u>\$2,521</u>	<u>100.0</u>	<u>\$2,904</u>	<u>100.0</u>

of food values than the average housewife, but rather what growing families do eat. Menus may be changed within the food allowances specified by the budget to provide variety and to satisfy the tastes of individual families. It should be possible, for example, to serve meat for dinner several times a week, if the cheaper cuts of beef, pork, lamb, and veal are served on weekdays; a chicken or a roast may be served on Sunday and a turkey on Thanksgiving.

"About 5 per cent of the meals are purchased away from home, principally lunches bought at work. Most of the lunches, however, are prepared at home and carried to work or school. Two nickel ice cream cones, a 5-cent candy bar, two bottles of soft drinks, and a bottle of beer could be purchased each week with the small amount allowed for such items.

"The clothing list in the budget provides for the variations in the practices of families who live in localities of distinctly different climate. A few average purchases serve to illustrate the general level of the clothing budget: for the husband, one heavy wool suit every 2 years, one light-wool suit every 3 years, five shirts, and two pairs of shoes each year; for the wife, a heavy wool coat every 4 years, four dresses and three pairs of shoes each year; for the boy, one sweater or jacket, two pairs of trousers, three shirts, and three pairs of shoes each year; for the girl, one snow suit or heavy coat every 2 years, four dresses, and four pairs of shoes each year. As in the case of foods, the specific items may be varied within the budget totals to satisfy individual family requirements.

"Local transportation needs include travel to work and to high school and trips to downtown shopping areas, churches, movies, meetings of organizations, and social visits. A trip out of town every 3 or 4 years for a vacation or to visit relatives and family is also provided. The budget provides a used automobile for some families but does not imply that each family must have one. The automobile appears to be less important in the scale of family wants in a very large city like New York than in most other large cities. Accordingly, the budget provides for transportation in terms of preferred forms of travel in the area. In New York, Chicago, and Philadelphia most of the travel is assumed to be by public transportation; in all other large cities the majority of families are assumed to have a car.

"Other goods and services in the budget are classified under the general headings of recreation, education, personal care, tobacco, and communications. The modest character of these requirements may be judged by the following examples. The family owns a small radio, buys one daily newspaper, including a Sunday edition, and 32 copies of some popular-priced magazine in a year. Movies are attended by the husband, wife, and daughter once in 3 weeks and by the son once in 2 weeks. A small sum is allocated for children's toys and games, pets, camera supplies, and dues to social and recreational clubs, such as the Boy Scouts and women's civic organizations. School expenses for the children cover books and supplies as required in each city and dues for school clubs and entertainments. The husband has a haircut about once every 3 weeks, the son every 5 weeks, and the wife and daughter every 3 months. Toilet soap, tooth paste, shaving supplies for the husband, and inexpensive cosmetics for the wife are specified. A telephone in the dwelling is not considered essential, but an average of three local calls are made each week. Stationery and stamps are included to provide for about one letter a week.

"The budget takes account of many of the buying habits of United States families. Partial-payment plan buying, for instance, is taken into consideration. On the other hand, no account has been taken at this time of the kinds of shifts families make when prices of some commodities relative to others become too high, although obvious changes, such as the substitution of canned or dried vegetables when fresh vegetables are out of season, have been taken into account.

"Although not included in the total of goods and services, the budget recognizes an average cost for other essential needs and requirements of families of this type. Personal taxes, Federal and State income taxes, and poll taxes are mandatory, as well as contributions to social insurance, retirement funds, and other similar insurances. Some private insurance is almost universal and the family budget includes a small amount for the purchase of life insurance providing benefits in addition to those assured under social insurance and similar group plans. Dues to organizations, such as unions and business associations, are also listed among the necessary outlays of an employed worker. The occupational expenses which must be met include, in addition, the special clothing and equipment that the worker must

provide for himself. Allowance must be made for contributions to churches, welfare associations, and other philanthropic purposes."

Concept of the Family Budget

The recommendations of the Bureau's Technical Advisory Committee, which prescribed the general concepts of the budget, indicate that the designation of a family of four as the type for which the budget should be constructed was "in some respects an arbitrary selection." A second decision made by the committee was that the family for which the budget was constructed need not be described as other than "urban American"; in other words, the occupational class of the husband, as skilled or unskilled, or wage earner, was irrelevant for the purpose in hand.

The committee takes considerable pains to emphasize that the budget resulting from recommendations was not intended as a "subsistence" or an "ideal" level of living. "What the Congress desired, as the committee interpreted it, was the cost at current prices in large cities of family living which met American standards of what is required. The budget therefore should represent the necessary minimum with respect to items included and their quantities as determined by prevailing standards of what is needed for health, efficiency, nurture of children, social participation, and the maintenance of self-respect and the respect of others."

Constructed for a husband-wife family with two children under 18, the budget does not represent the necessary minimum for families of other composition. Methods of arriving at the items to be priced and their quantitative weights were recommended rather than specific items and their quantities. Finally, the data to be used as evidence as to requirements included both the recommendation of scientists and customary consumption separately or in combination as seemed appropriate for each category of the budget.

Costs for Families of Different Sizes

The budget totals are presented in detail in the report only for families of four persons. A method for estimating costs of families of other sizes will be outlined in a supplementary publication. The study by the Bureau indicates, however, that the dollar costs of goods for a family of two is about 65 per cent for a family of four; a family of three persons is about

84 per cent of the costs for the four-person family; and for a family of five, about 114 per cent of the total for the four-person family. The report cites Kansas City as an example for which the estimated total costs of goods and services for June, 1947, would be:—

2-person family	\$1,780
3-person family	\$2,301
4-person family-budget ...	\$2,739
5-person family	\$3,122

It is emphasized that the cost of the budget measures the average situation in a given city, with respect to the maintenance of the specified level of living. "In the experience of individual families the cost of maintaining this consumption level would vary several hundred dollars from the average within a year or over a period of years. Some families are in a position to purchase the budget level of living for substantially less than the average cost; others are compelled to spend considerably more than the average cost."

The major cause of differences in the cost to individual families is the location of their home and whether it is owned or rented. The cost of housing to families renting their homes ranges widely—more than \$200 above or below the average. The majority of families owning homes have smaller current outlays for the same quality of housing than renters, except in cases where homes were bought in recent years and current costs exceed the budget level.

The location of the home affects the choices among budget items and, consequently, the total cost of the budget. Families living in the suburbs spend less for housing but pay more for transportation; families centrally located have more costly dwellings but have the advantage of convenient public transportation. Food costs are also affected by the location of the home. The cost of other items in the family budget depends mainly upon how skillfully the wife shops.

Composition of the Budget

The relative cost of different elements in the budget is illustrated by the analysis of figures for a single city. For this purpose the city of Birmingham was chosen because its costs are in the middle of the range of the 34 cities. In June, 1947, the total budget for goods and services made up about 89 per cent of the estimated total costs; taxes, insurance, contributions, etc., accounted for about 11 per cent.

Within the budget for goods and services alone, food costs at June, 1947, price levels took a little over 36 per cent of the total. In March, 1946, before the rapid rise in food costs, the proportion for food was closer to one-third.

From March, 1946, to June, 1947, the only major change, according to the report, was the rise in the proportionate expenditures for food and the reduction in the proportionate expenditures for housing (since neither rents nor utility rates rose appreciably during this period) and for transportation.

Intercity Differences In Cost of Budget

The principal factors in intercity differences are the cost of housing, variations in fuel and clothing costs (which depend mainly on differences in climate), trans-

portation, and taxes. Of these, the most important in explaining the differences is housing. Where the cost of housing is relatively high, the total cost of the budget for goods and services is at the upper end of the range; where it is relatively low, the cost of the budget is at the lower end of the range. The differences in the cost of housing of the specified standard among the 34 cities in June, 1947, was about \$300, or more than three-fourths of the total variation in the cost of the budget.

Method of Determining Budget

The report points out that in deriving this budget, studies of city family expenditures made between 1929 and 1941 were used as a description of the current mode of United States family living. Also helpful was the Bureau's study of city consumers' expenditure experience in 1944.

ACTIVITIES OF PROVINCIAL LABOUR ORGANIZATIONS

Suggestions in regard to labour relations legislation were the most prominently featured of the legislative proposals presented to provincial governments recently by provincial federations of the Canadian Congress of Labour and the Trades and Labour Congress of Canada.

Other strongly urged requests were for: two weeks' vacation with pay; a 40-hour week, without reduction in take-home pay, and with payment at time-and-one-half for overtime; a higher minimum hourly wage rate; an increase in old age pension rates; establishment of health insurance; and Dominion-provincial co-operation for low-cost housing.

In regard to workmen's compensation, the federations generally favoured, among other matters, an increase in compensation payments to 100 per cent of earnings, payment from date of injury, extension of coverage, and increased protection for dependents.

In certain provinces protests were registered against police activity in connection with strikes.

Summarized below are the legislative proposals of the following organizations: Alberta Federation of Labour (TLC); British Columbia Federation of Labour (CCL); Nova Scotia Executive Committee (TLC); Ontario Federation of Labour (CCL); Ontario Provincial Federation of Labour (TLC); Quebec Provincial Federation of Labour (TLC).

Legislative Proposals of Alberta Federation of Labour (TLC)

A delegation of officers and executive members of the Alberta Federation of Labour (TLC), and representatives of affiliated organizations, waited upon the Hon. E. C. Manning, Premier of Alberta and other members of the Provincial

Government on January 1, 1948, to present legislative proposals on behalf of their memberships.

Before proceeding with the presentation of their memorandum, President George McDougall, who led the deputation, made

a direct reference to basic principles of TLC policy, namely, to go to the Government "for legislative improvements," and negotiate with employers for industrial improvements and "when these have been secured to abide by them. . . ." While admitting that there had been occasions when it was difficult to get certain affiliates of TLC to adhere to this policy, it was claimed that there had not been a single instance of disregard by the Federation or its affiliates during the past year.

The memorandum reiterated the Federation's endorsement of the Government's consolidation of labour legislation, but was critical of the preamble of the present "Alberta Labour Act," which, it was pointed out, exempts domestic servants, farm labourers and railway employees from the provisions of the Act and the Regulations made thereunder. It was urged that this be amended, especially with regard to hours of work and holidays with pay.

Hours of Work.—Proceeding with the presentation of labour proposals, the memorandum claimed that opponents of the reduction of hours of work were "fifty years behind present production methods." It was contended that "so long as machinery is being developed to take the place of man and so long as man is dependent on charity, then hours must be reduced and employment spread. . ." The 40-hour week should be the maximum work-week in Alberta, it was claimed. Objection was taken to the Government's action in rescinding an Order concerning the "split-shift" system in restaurants and other services and it was requested that "the Order be reinstated, allowing only a recess of one hour within an eight-hour working period."

Wages.—The memorandum expressed appreciation for increases that have been provided in the minimum wage laws, but asserted that a "large number of workers (in the Province) . . . are still on the bare minimum wage." It was urged that the minimum wage should be "at least 65 cents an hour . . . or \$30 weekly . . . and that all work performed between the hours of four p.m. and eight a.m. be compensated by a premium payment of at least five cents per hour, over regular hourly rates."

Labour Welfare.—The memorandum asked that "the interpretation of 'a child', as given in Section 32 (of the Act) be amended to raise the age to 16 instead

of 15." It was suggested too, that it be made "mandatory for an employer to provide proper lunch rooms in his place of business and should not necessarily be dependent on the written authorization of any inspectors of the Board of Industrial Relations."

Holidays with Pay.—It was suggested that the Holidays with Pay Orders that come into force in 1948, should be amended, so that all such holidays should be on the basis of two weeks after one year's employment. It was pointed out that this provision would require certain special changes in the regulations covering workers in the construction industry. It was further suggested that workers who spend their holidays working for another employer should be given "severe penalties."

Statutory Holidays.—The Government was urged to establish certain days as statutory holidays, thus abolishing the present irregular set-up of from two to eleven statutory holidays, depending on the alleged religious convictions of workers; also that workers receive regular pay for such days. The days suggested for statutory holidays were: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day. Workers whose employment made it essential that they work on these days should be compensated at double their rate of regular pay.

Collective Bargaining.—"Minor changes" were suggested in collective bargaining procedure. The first was in connection with "undue delay" in the presentation of reports of Boards of Arbitration. It was suggested that the Minister be given authority to remove any or all Board members who may be responsible for such delays. Then too, it was urged that it be made illegal for either party to collective bargaining negotiations to be represented by a barrister or solicitor, except with the consent of both parties, and even in cases where such consent is given, an arbitration board may refuse to permit legal representation of either party in any such proceedings.

The memorandum requested, further, that in the taking of votes of employees for collective bargaining purposes, the majority of those voting, rather than the majority of those affected, should be the determining factor. The Government was

urged to administer existing labour legislation in an equitable manner. If the law is defective, representations would be made to have it changed. In the meantime, it should be enforced, the memorandum stated.

Old Age Pensions.—The memorandum asked the Government to give serious consideration to the following points in connection with old age pensions: (1) payment of pensions at 60 years of age to all male persons and their wives and that all other female persons be pensionable at age 55; (2) that the only residential qualifications required be 15 years in Canada; (3) that no deductions be made on account of other income; (4) that the present pensions be increased to \$60 a month, plus cost-of-living bonus; (5) that the same pension be made applicable to blind persons over 18 years; (6) that all totally disabled persons be brought under the pension scheme; (7) that the means test be abolished.

Legislative Proposals of British Columbia Federation of Labour (CCL)

Legislative Proposals of the British Columbia Federation of Labour (CCL) were presented in a memorandum to Premier Byron I. Johnson and members of his cabinet on February 27, by the Provincial Executive Council of the Federation.

Prefacing the presentation of the memorandum, the delegation made a critical statement with respect to legislation passed by the 1947 session of the British Columbia legislature (Bill 39) and the relationships that were claimed to exist, during that year, between provincial Labour Department officials and officials of the Federation.

National Labour Code.—The memorandum urged the Provincial Government to "press for a National Labour Code." With that in view the memorandum submitted a number of proposals which, it was hoped, would be embodied in the Federal Labour Code.

In the first place, it was suggested that recognition of a duly certified trade union and also the inclusion in collective agreements of provisions for union security, when requested by the certified union, should be made mandatory under the Act. Further, that such unfair labour practices as the promotion of company unions and discrimination against union members by

Other Proposals.—The memorandum suggested: (1) that the Provincial Government increase its grants to hospitals to an amount sufficient to cover adequately the cost of hospitalization; (2) that night school training for apprentices be recognized and credits given for such training; (3) that the Provincial Government in Alberta establish a Department of Labour; (4) that all motor vehicles carry flares and that motorists place them properly, when they stop on the highways; (5) that all work on live 100 to 440 volts in hazardous places be done by a journeyman electrician or an apprentice in his last year of apprenticeship, with a journeyman or apprentice standing by at all times; (6) that rural electrification be continued and completed as soon as possible; (7) that an increased allotment of taxes be made for library work in the province; (8) that the Mines Act be amended, so as to require the functions of "shot lighters" and "mine examiners" to be combined.

employers be prohibited by law, with provision for penalties for infringement "and compensation for the victims." It was asserted that the term "employees' organizations" should be deleted from the Act.

The memorandum declared that the Act should be amended to define unfair labour practices and penalties imposed where violations occur. Suggested definitions were offered for the following: "disputes;" "members of a trade union;" "organization;" and "trade union." Specific terminology for the provisions of the proposed legislation, with respect to "the right to bargain collectively," was included in the memorandum, and it was declared that the functions and powers of the Labour Board should be clearly defined. The memorandum pointed out that "the B.C. Federation of Labour (CCL) unequivocally states that its affiliates provide for secret ballots on all major questions affecting the welfare of their membership and see no reason why the Government should interfere in the internal affairs of a union. . . ."

Workmen's Compensation Act.—The memorandum recommended that the following amendments to the Workmen's Compensation Act be made at the next session of the legislature: (1) Increase in

compensation payment to 100 per cent of earnings, with a minimum payment of \$20 per week guaranteed during incapacity; (2) Hernia to be included in the list of occupational diseases, and full coverage of all disabilities arising from aggravation by the occupation, of a previously existing hernia condition; (3) Compulsory blanket coverage for all occupations; (4) In cases of partial recovery, injured workers to be guaranteed full compensation until satisfactory employment is found for them; should "light employment" be necessary, the difference between the worker's former earning capacity and his earnings from light employment, to be guaranteed by law; (5) In the event of the death of unmarried workmen or widowers, who have no dependents, the sum of \$1,000 in addition to funeral expenses to be collected from employers in the class and turned over to the rehabilitation fund; (6) Widows of fatally injured workmen to be paid a minimum of \$80 a month and children to receive benefit until they reach the age of 18. It was further urged that these increases be payable to those now receiving pensions under the Workmen's Compensation Act.

Hours of Work.—It was recommended that the Hours of Work Act be amended to provide for a 40-hour work-week for all workers, and that payment for overtime in excess of eight hours a day, or 40 hours a week, be not less than the overtime rates established by union agreement between the employer and the employees concerned.

Minimum Wages and Annual Holidays.—It was claimed that the Provincial Government should set an example and establish a basic minimum wage for the Province of 75 cents an hour. Further, it was urged that the Provincial Government should make "a substantial representation" to the Federal Government, to make 75 cents an hour a national minimum wage rate.

In the matter of annual holidays, it was recommended, among other things, that the Act be amended to increase the annual holiday for workers from one week to two weeks.

Old Age Pension Act.—The Government was urged to amend the Old Age Pension Act "to guarantee to our senior citizens a minimum pension of \$60 a month at 60 years of age without the means test."

Health Insurance.—The memorandum expressed regret that an effective National Health Insurance Act had not been enacted, and urged the Provincial Government to implement the Act already on the statutes of the Province.

Housing.—The Government was urged strongly to "take the necessary and immediate steps, with or without the assistance of the Federal Government, to institute a low-rent housing project, with provisions for final citizen ownership."

Immigration.—The memorandum urged the Government to protest to the Federal Government "against the granting of permission for employers' groups to bring 'displaced persons' into this country." It held that "immigration should be a matter for the Government and should be based upon the needs of the country and not used for the purpose of creating a labour reserve."

Prices.—It was stated that "since the Provincial Government has jurisdiction over the prices of such vital necessities as milk, light, gas, transportation, etc." the Government should "roll back prices to the levels prevailing in 1946, and maintain such prices at such levels."

Sales Tax.—The memorandum declared that the Federation "is unalterably opposed to the imposition of a provincial sales tax," as being "discriminatory against the general public and constituting a reduction in the standard of living. . . ."

Fair Employment Practices.—The Government was urged to enact fair employment practice legislation aimed at "discontinuing discrimination" on grounds of race, creed, colour, religion or national origin.

Automobile Insurance.—While recognizing the urgent necessity for legislative action for compulsory financial responsibility of drivers of motor vehicles, the memorandum claimed that the insurance rates charged by insurance companies were excessive and the Government was urged "to consider and introduce at the forthcoming session a Government-operated compulsory automobile insurance plan which will give to our people protection at minimum cost."

Metalliferous Mines Act.—The memorandum asked to have included in the new Metalliferous Mines Act adequate provision for increased safety in mines by setting up similar sections to those in the

Coal Mine regulations, which require certification of competency of all mine officials.

Other Recommendations.—The Government was requested: (1) to take over the

production and distribution of gasoline; (2) to include in all school curricula a study of the trade union movement; (3) to include domestic workers under existing legislation in the Province.

Legislative Proposals of Nova Scotia Executive Committee (TLC)

The Nova Scotia Provincial Executive Committee of the Trades and Labour Congress of Canada submitted a memorandum of legislative proposals to Hon. Angus L. Macdonald, Premier of the Province, and members of his cabinet on February 27. The Executive, headed by Mr. G. A. Smith, Chairman, was accompanied by a large delegation of international and national union representatives.

In the introduction of the memorandum attention was drawn to the rising cost of living and the consequent serious effect on the living standards of working people. It was admitted that this was not solely a labour problem, but it was felt that the Provincial Government might be able to take some action that would help to reduce living costs, as for example, reducing the retail price of milk, and increasing workmen's compensation payments, and old age and mothers' allowances.

Labour Legislation.—The memorandum asked that the Trade Union Act of 1947 be amended to provide that organizations applying for certification be required to establish their status as bona fide trade unions, chartered by a national or international body, or a local branch started by and in good standing with such an organization. It was also asked that amendments be made to the Act which would specify definite grounds upon which the Board might revoke certification; and further, that such revocation be not allowed during the life of a collective bargaining agreement, or for a period of at least ten months after the date of certification.

Other amendments to the Act, requested in the memorandum, were that employees of public bodies be not excluded from its provisions and that the Labour Relations Board be empowered to take action in the courts to enforce its orders. It was claimed also that in any vote conducted by the Board, a majority of those voting should determine the outcome of the vote.

Forty-Hour Work Week.—As a factor in maintaining employment, the Government was urged to enact legislation pro-

viding for a forty-hour work week without reduction in take-home pay.

Minimum Wages and Vacations With Pay.—It was requested that legislation be set up providing for a minimum wage of 60 cents an hour in all industries in the province. In addition, "in the interests of health and efficiency," it was suggested that provision be made by the Government for two weeks' vacation with pay annually for all industrial workers in the Province.

One Day's Rest in Seven.—The memorandum recommended that an Act be passed requiring all employers in the Province to grant one day of 24 consecutive hours in each seven days, as a day of rest for all employees.

Inspection of Lumber Camps.—Better supervision and inspection of lumber camps was urged along the following lines: that bunk houses be provided that would comply with the Provincial health laws and that cook houses and dining rooms be entirely separated from bunk houses. It was suggested that inspection of lumber camps be made at irregular intervals, in order that day to day conditions in the camps might be observed.

Fishermen.—The memorandum maintained that the Provincial Fishermen's Federation Act was unfair to fishermen and to the labour movement in general, inasmuch as it deprived fishermen of the free choice of a bargaining agency. The Government was urged to provide fishermen, through the Trade Union Act, with full collective bargaining rights.

Apprenticeship Act.—Amendments to the Provincial Apprenticeship Act were asked to provide for the approval of all apprenticeship contracts by the recognized certified bargaining agency in the establishments concerned, before they are submitted to the Director of Apprenticeship for final ratification. It was recommended further, that the catering industry be included in any apprentice-training program.

Workmen's Compensation.—Several amendments to the Workmen's Compensation Act were requested, as follows: (1) payment of compensation covering temporary or permanent disability on the basis of 100 per cent of the earnings of the workmen who become disabled; (2) that in cases where a widow, or an invalid widower, is the sole dependent, a monthly payment of \$65 a month be paid; (3) that \$20 per month be paid for each child under 16 years of age; (4) that where dependents are children only, the established monthly payment of \$20 per month for each child be maintained, but that the ceiling of \$80 monthly be removed; (5) that the minimum compensation payable be increased to \$18 per week; (6) that fishermen's compensation be determined in the same manner as for workers ashore.

Old Age Pensions.—The following amendments to the Old Age Pensions Act were requested: (1) payment of pensions at 60 years; (2) that residential qualifications be restricted to 15 years' residence in Canada; (3) that no deductions be made from pensions on account of other income; (4) that pensions be increased to provide pensioners with at least a minimum income necessary for decency and comfort; (5) that all blind persons in the Province be paid pensions equal to those paid aged pensioners; (6) that the practice of combining the Parents' Maintenance Act with the Old Age Pensions Act be discontinued; (7) that provision be made for free hospitalization and dental treatment for old age pensioners; (8) that upon the death of an old age pensioner, his pension be continued to his widow.

Public Works.—Pointing out that there had been "no appreciable change in unemployment" in the Province during the past year, and that "a condition of chronic unemployment for well over 10,000 workers still obtained" in Nova Scotia, the memorandum urged the Government to carry out public works to include the building of houses, schools, libraries, highways, bridges, hydro development, etc., to relieve the situation.

The memorandum expressed regret that many younger people had left the Province, while at the same time immigrants had been brought in under contract labour, especially in the fish-processing industry.

Other Suggestions and Recommendations.—It was suggested that the Factories

Act should be amended so that the provisions respecting the safeguarding of the health and safety of workers apply "to any factory as defined under the Act."

Similarly, the suggestion was made that the Industrial Standards Act be made to apply to all industries in the Province. It was also recommended that only certified men be allowed to instal and operate refrigeration plants and other commercial pressure vessels and steam heating systems. It was held too, that qualified inspectors should be appointed to examine old and new electrical installations and that the sale of electrical appliances be controlled by the Power Commission.

Legislation was requested to provide for an industrial pension plan to be based on contributions from the Government, employers and workers, to provide monthly pensions of from \$80 to \$100 at 60 years of age. It was urged that the Government should co-operate with municipalities in setting up day nurseries for children whose parents were employed. Then too, legislation was asked to furnish a "full system of health insurance" for all residents of the Province and that free hospitalization be provided for maternity cases, similar to that in force in Alberta.

It was contended that free text books and supplies should be provided for all students in all school grades in the Provinces, also that penalties be set for anyone practising racial discrimination, that jury service fees be increased, that a technical high school be built on Cape Breton Island and that town planning be encouraged.

In the discussion that followed the presentation of the memorandum, the Minister of Labour, Hon. L. D. Currie, assured the delegation that existing labour legislation in Nova Scotia permits a closed shop clause in collective labour agreements.

Members of the delegation, in response to an inquiry by Premier Macdonald, expressed their disapproval of "company unions". The Premier thought that it would not be wise, at present, to bring in legislation to establish the 40-hour work week. He pointed out that the Nova Scotia Housing Commission is building houses to sell for approximately \$3,500. It was also disclosed that the Government was considering legislation with regard to minimum wages legislation for men, but the amount of the proposed minimum wage was not mentioned.

Legislative Proposals of Ontario Federation of Labour (CCL)

Headed by J. MacKenzie, President, and S. S. Hughes, Vice-President, a deputation from the Ontario Federation of Labour (CCL), representing industrial unions and twelve city Labour Councils in Ontario, presented a memorandum of legislative proposals to Premier George Drew and members of his cabinet on March 19.

Labour Relations.—The memorandum emphasized “the demands of the workers of Canada generally for a satisfactory national labour code” and requested the Provincial Government to “enact legislation that will be instrumental in promoting good industrial relations in this province.”

This legislation, it was asserted, should include the following: (1) certification of trade unions rather than bargaining representatives; (2) union security provisions effective from the date on which they are requested by the certified union, whether an agreement has been completed or not; (3) provision for a vote on the request of 25 per cent of the employees in a bargaining unit and certification of the union for which a majority of those voting have cast their ballots; (4) requiring the employer to disprove any allegation that an employee has been discharged for union activity; and (5) the abolition of company-sponsored, or company-aided unions.

To avoid delays, which it was alleged, had been encountered in the past, the Federation recommended the establishment of a full-time Labour Relations Board on which labour would be represented by appointees that had been duly recommended and nominated by bona fide labour organizations. In addition, it was urged that the Board should have a staff large enough to handle promptly all cases brought before it.

It was requested, further, that the Government “give adequate representation to labour on all Government Boards or Commissions which directly, or indirectly affect workers”; also that all municipal and utility employees in the province should be placed in the same category as other workers in the matter of labour legislation.

Forty-Hour Week and Vacations with Pay.—The memorandum urged the Ontario Government to enact “without further delay” legislation restricting hours of work to 40 weekly, without reduction in take-home pay. It was also stated that workers

“require a minimum of two-weeks vacation annually.”

Workmen's Compensation Act.—Amendments to the Act were requested as follows: (1) that silicosis, if complicated with tuberculosis or chronic bronchitis be brought under the Act and not considered as simple tuberculosis; or chronic bronchitis, as the case may be; (2) that when victims of silicosis do not return to their former employment, but are given light work elsewhere, they be granted permanent pensions which should not be reduced because of earnings; (3) that arthritis contracted as a result of employment, should be added to the list of compensable industrial diseases; (4) that the present waiting period be eliminated and that death benefits be continued even after the age of 18, for children of workmen killed in industrial accidents, if they wish to continue their education up to and including university; (5) that the Act be amended to remove the present limits on the annual maximum wage on which compensation can be paid; (6) that companies be compelled to take back employees for at least 12 months after compensation has been paid; (7) that Accident Prevention Associations be brought under the Workmen's Compensation Board.

Education.—The Federation in its memorandum made the following recommendations with respect to education: (1) that teachers should be given the right of free association and to bargain collectively, as well as the right to run for public office; (2) that the minimum salary for teachers be \$2,000 per year; (3) that education be free (text books included) up to and including university and that the Government set up a system of university scholarships for students who obtain 75 per cent, or better, in their high school examinations; (4) that school-leaving age should be raised to 18 years; (5) that the Government consider a university for Northern Ontario; (6) that university fees be reduced by 50 per cent.

Milk Situation and Health.—As a factor in the health program of the Province, the Government was urged to provide milk subsidies to producers sufficient to guarantee that milk would be sold to consumers for ten cents per quart. The claim was made that milk should be classed as a public utility, in the same way as water

and other welfare necessities, and that therefore the Government should give attention to municipal distribution. It was suggested also that the Government permit the establishment of co-operative dairies having the right to distribute patronage dividends. The Government was asked to appoint a labour representative to the Milk Control Board of Ontario.

Police Action and Strikes.—Complaints were made as to alleged provocative action taken by the provincial police in connection with picketing during certain strikes. The Government was asked to "make careful inquiries into the reasons for any strike and the conditions prevailing on the picket line before it determines sending in a police force."

Housing.—It was asserted that it will require the co-operation of the Ontario and Federal Governments to overcome the shortage of housing in the Province and the Ontario Government was asked to take any action necessary to start a building program. Specifically, it was suggested that home building should be subsidized, so as to bring the prices of houses within the means of wage earners. The Provincial Government was urged to consider carefully the offer made by the Federal authorities to build 4,000 low-rental housing units in the Toronto area,

on condition that the Province provide the land and services.

Other Recommendations.—The Federation requested the Provincial Government "to give favourable consideration" to the following recommendations: (1) that a medical certificate of good health be a prerequisite to obtaining a marriage licence; (2) that the Government provide medical facilities for the treatment of sex perverts, and, if considered necessary, to provide for their permanent incarceration; (3) that the Government outlaw racial and religious discrimination; (4) that legislation that permits municipalities to levy poll taxes on single men and also on married couples living in premises assessed at less than \$400 be repealed; (5) that property qualifications should not be required for voting in municipal elections; (6) that the franchise be extended to all those who have reached the age of 18 years; (7) that foreign companies having branches in Ontario be required to publish returns of their operations in the Province; (8) that appointments to the provincial civil service be made according to merit and ability; (9) that the tax on theatre admissions, when discontinued by the Federal Government, should not be imposed by the Province; (10) that the provincial tax on gasoline be removed.

Legislative Proposals of Ontario Provincial Federation of Labour (TLC)

The Executive Board of the Ontario Federation of the Trades and Labour Congress of Canada presented a memorandum of legislative proposals to the Hon. George Drew, Premier, and members of his cabinet, on February 12, 1948. Accompanying the Executive was an associate delegation from affiliated national and international unions, provincial organizations and Trades and Labour Councils. The memorandum was based on the findings of a three-day convention of the Federation held in January (L.G., March, 1948, p. 164).

Labour Code.—The delegation expressed the belief that satisfactory labour relations will only be achieved in Canada when "a workable and fair National Labour Code is established, which will apply throughout the Dominion in a uniform manner." In the meantime, it was urged that the following amendments be made to the Labour Relations Act: (1) company unions should be clearly

defined and eliminated from any and all forms of certification; (2) automatic grievance procedure should go into effect upon certification to cover the period of negotiations; the form of union security secured by negotiation should remain in force until changed by mutual consent of the parties concerned; (3) the definition of unfair practices should be extended to cover threats, such as, to shut down, move plants, or declare lockouts, and the use of industrial spy systems; (4) application for certification should be granted when 25 per cent of the employees in a proposed bargaining unit authorize a bona fide union to make such an application; (5) the union should be certified as the bargaining agency rather than individuals; (6) certification should be determined by 51 per cent of those voting, rather than on a majority of eligible voters; (7) questions of compulsory check-off and union shop should be decided by a simple

majority; (8) employees of municipally-owned public utilities should be brought under the jurisdiction of the Act.

Health Insurance.—The Federation considered that public health should be covered by a national health insurance plan. However, the Ontario Government was urged to bring in legislation to provide for hospitalization, medical, surgical, dental and optical care, in addition to financial assistance during sickness and convalescence, pending the passage of a National Health Insurance Act. The Government was urged to provide adequate care for the sick and injured in unorganized sections, as well as for workers in the mining, lumbering and fishing industries of the province.

Milk.—The delegation urged the passage of enabling legislation to (1) permit municipalities to engage in the distribution of milk as a public utility; (2) provide a provincial subsidy in order to restore the pre-war prices of milk; (3) provide for labour representation on the Ontario Milk Control Board; (4) rescind the section of the Milk Control Act that discriminates against consumer co-operatives.

Old Age Pensions.—The request was made that the pensions age be reduced to 60 years; that the Act be made applicable to all citizens of the Province; that the only residential qualification be 15 years' residence in Canada; that combining of the Old Age Pensions Act and the Parents' Maintenance Act be discontinued; that the placing of liens on homes of pensioners be discontinued; that the amount of pensions be increased to \$80 a month; and that the means test be abolished.

Housing.—The Federation urged the Provincial Government to co-operate with the Dominion in building low-rental homes. A strong protest was entered against the building of banks, theatres and cocktail bars while the housing situation remained acute.

Hours of Work and Vacations with Pay.—The following amendments to the Hours of Work and Vacations with Pay Act were urged: (1) a basic 40-hour week without reduction in pay; (2) time and one-half for overtime in excess of the 40-hour week; (3) extension of vacation period to two weeks in each year, pay to be based upon weekly earnings with credits for any time lost through sickness, injury or lay-offs; (4) where the stamp principle applies, the employer to be under obliga-

tion to provide the necessary vacations-with-pay stamp books; (5) payment for statutory holidays when not worked and double time when work is performed on such holidays; (6) abolition of the split-shift system in beverage rooms, hotels and restaurants, and provision made for continuous service in such establishments; (7) extension of the Act to cover domestic employees, agricultural labourers, lumber camp workers and all civic employees.

Workmen's Compensation Act.—The delegation asked that the Act be amended to provide for: (1) 100 per cent compensation; (2) blanket coverage of all occupational diseases; (3) the supervision of all preventive measures to be placed with the Workmen's Compensation Board; (4) the payment of compensation from the date of injury or disability.

Mothers' Allowances.—The Government was asked to amend the Mothers' Allowances Act to provide an exemption of \$1,000 for each child to enable orphans to continue with higher education and that the present grant be increased.

Prices.—While admitting that control of commodity prices was not under Provincial jurisdiction, the delegation asked for active assistance of the Provincial Government in promoting the following proposals: (1) the renewing of subsidies on basic food commodities and the enforcement of a reduction in prices to consumers; (2) increasing the exemptions for income tax purposes to \$1,500 for single persons and \$2,400 for married persons; (3) the immediate re-imposition of the 100 per cent excess profits tax; (4) the re-constitution of the Wartime Prices and Trade Board as a Peacetime Prices and Trade Board, with equal representation of farmers, labour, and industry; (5) the lowering of prices to the 1946 level.

Minimum Wage Act.—The Federation urged the Government to amend the Ontario Minimum Wage Act to bring the wage rate up to a minimum of 75 cents an hour and to abolish the zoning system, so that the Province would be considered as a single unit.

Other Recommendations.—Among other recommendations and requests made by the delegation were: (1) the prohibition of injunctions in labour disputes; (2) the calling of a Dominion-Provincial conference with a view to reaching an agreement on taxation and the setting up of adequate social legislation; (3) the provision for instruction in the schools of the Province

concerning the constructive part played by trade unions and the labour movement; (4) an increase in the grant to the Workers Educational Association; (5) the setting up of a Commission, with equal representation of industry, labour and government, to give effect to the Kennedy report on forestry; (6) the prevention of political interference in the work of the Ontario Hydro-Electric Power Commission and that Hydro reserves be used for speedy and efficient development of electric power in Ontario; (7) mandatory legislation granting statutory holidays, the establishment of a work-week of not more than 48 hours and a superannuation plan for fire-fighters; also that a training school be established with a view to standardizing fire-fighting methods; (8) the granting of sole bargaining rights for barbers in the Province to the Journeymen Barbers' International Union; (9) the enactment of legislation at the spring session of the

Legislative Proposals of Quebec Provincial Federation of Labour (TLC)

A delegation from the Quebec Provincial Federation of Labour (TLC) headed by President Elphege Beaudoin, Vice-Presidents Joseph Matte, Roger D. Labrie and Edouard Larose, and Secretary-Treasurer Marcel E. Franco, presented a memorandum of legislative suggestions to Premier Maurice Duplessis, Labour Minister Antonio Barrette and other members of the provincial cabinet on January 7, 1948.

National Labour Code.—The memorandum concurred in the action of the Trades and Labour Congress of Canada in giving qualified approval to Bill 338, submitted to the House of Commons at Ottawa in 1947.

The memorandum outlined a number of points that the Federation was anxious to see embodied in the labour relations legislation that the provincial Minister of Labour planned to introduce at the current session of the legislature, as follows: (1) that the term, "company union" be clearly defined, and that provision be made for the "automatic dissolution of company unions"; (2) that workers discharged from employment for union activity be re-employed and compensated for lost time; (3) that unions be protected from injunctions and being sued by employers "as a means of reprisals"; (4) that "cooling-off periods" be eliminated and provision made for adequate conciliation machinery; (5) that only those who will be represented by the bargaining

legislature to implement the proposed provincial plumbing code and to insure that only qualified persons be allowed to instal steam and hot water heating systems and steam power plants; (10) the amending of the Police Act of Ontario, to permit policemen to join labour unions; (11) the prohibition of the use of either municipal or provincial police to intimidate workers, or to discourage them from joining unions, or to engage in peaceful picketing; (12) the encouragement of the domestic utilization of Ontario's natural resources, in particular, the ore from the Steep Rock Mines; (13) amelioration of the graduated gallonage tax on beer and a return to the former hours of sale in beverage rooms; (14) the extension of the franchise to persons 18 years of age; (15) increasing the weekly allowance to apprentices from \$14 to \$18 for those who have to leave their home towns to attend apprenticeship classes.

agency and collective agreement be made eligible to vote to determine the bargaining agency; (6) that the decision of an Arbitration Board be made retroactive to the day the Board was constituted, or any other prior date fixed by the Board; (7) that threats to institute a lockout, a shut-down, or to move a plant, as well as industrial espionage, be classed as "unfair practices" and expressly forbidden; (8) that industries having branches in more than one province and those of a national character, be dealt with under the federal Act; (9) that in connection with collective bargaining procedure the delaying practices of many employers be forbidden and that the work of arbitration boards be speeded up, so that judgments may be handed down without the "prolonged delays" which, it was held, had been experienced in the past.

Picketing and Police Activity.—The memorandum stated that several affiliates of the Federation had "complained bitterly of the conduct of municipal and provincial police during industrial disputes." While admitting that it is sometimes difficult to determine whether or not picketing is peaceful, the memorandum emphasized that peaceful picketing is permitted by law. It was urged, therefore, that "explicit instructions and severe orders be given to those who are supposed to represent the authorities in the course of industrial disputes."

At this juncture in the presentation of the memorandum, President Beaudoin stated that the difficulties that had been encountered had not been with the Labour Relations Board itself, but with the "lack of uniformity in its decisions." He protested against "the suspension without any apparent reason, of certifications after they had been granted." He asserted that "the law was not being administered impartially and that the penalties were very severe when trade unions infringed the law, but most lenient when an employer was charged with an unfair practice." He contended further, that "where a strike is declared as a result of an employer refusing to bargain in good faith, the employer should be forced to close his plant until such time as he has agreed to bargain with the certified bargaining agency."

Replying to Mr. Beaudoin's statement, Premier Duplessis said that he believed in the right of workers to organize, but that it was the duty of the Government to work for the public welfare. He referred to specific instances of misconduct of certain labour leaders during strikes in the Province and urged labour to rid itself of such leaders.

Workmen's Compensation.—The memorandum asserted that the intent of the original Workmen's Compensation Act was that an injured workman suffering permanent or temporary disability should receive 66½ per cent of his wages for the duration of his disability. This, it was claimed, had been deviated from and the Board had reduced compensation as it saw fit on the ground that convalescing workmen could often do light work. The memorandum "wanted to know, once and for all, is the legislator supreme, or can the Workmen's Compensation Board change the law to suit itself in disregard for justice and human rights." Premier Duplessis stated that the point raised would be studied and appropriate amendments made to the Act.

The memorandum suggested other amendments to the Workmen's Compensation Act, as follows: (1) that compensation be increased to 100 per cent; (2) that the Act apply to all trades and services, for all accidents attributable to the nature of employment; (3) that the waiting period be abolished; (4) that accident prevention measures be supervised by the Workmen's Compensation Board; (5) that occupational therapy and electro-therapy centres be established in various industrial districts

to hasten the rehabilitation of injured workmen; (6) that all accidents be reported to both the Workmen's Compensation Board and the Factory Inspection Department.

Other Recommendations.—The memorandum commended the work of the Anti-tuberculosis League and suggested that tuberculosis examinations be made compulsory for all citizens of the Province. In the case of any working man affected by tuberculosis in its advanced stages, it was urged that he receive medical care and adequate compensation for wages lost during confinement in a sanatorium.

It was proposed that a Government-assisted labour institute be set up to be administered by a council composed from representatives of labour.

In the matter of school attendance, it was urged that the Government set up more scholarships to assist promising students who lack the means to continue their studies. Further, it was recommended that the School Attendance Act be modified so as to require all children to attend school from the age of six years to the end of the school year in which they attain the age of 16 years.

The proposal was made that all public service employees be placed in the same category as other workers in relation to all labour legislation.

Referring to, the problem of housing, the memorandum suggested that a Workers' Credit Act, based on the same plan as the Farmers' Credit Act, be enacted to encourage workmen to build their own homes. The need for slum clearance and the construction of workers' lodgings was also emphasized.

Annual paid vacations for building trades workers was urged and also the abolition of the Sales Tax.

In closing the interview, Premier Duplessis stated that measures were being taken to reduce delays in the setting up of arbitration boards, but claimed that this would not speed up the work of conciliation boards and asked the Federation for suggestions as to how this could be accomplished.

The Premier designated as "sheer nonsense" the publicity that had been given to the alleged intentions of the Quebec Government to adopt legislation similar to the Taft-Hartley Act in the United States. He assured the delegation that the Government had no such intention, and that labour would be given an opportunity to study the proposed labour code and to make suggestions before it was enacted.

INDUSTRIAL DISPUTES AND CONCILIATION

Disputes in ocean-going and inland shipping occupied particular attention in the field of federal jurisdiction during March. Two Conciliation Boards, charged with considering the wage demands of different groups of railway employees, held sittings in Montreal.

Introduction

The Industrial Relations Branch of the Department of Labour experienced intensive activity during the month of March, with heavy demands being made upon its good offices in connection with industrial disputes and its administrative procedures in other matters. Ocean-going and inland shipping held the spotlight throughout the month, as a strike continued on both Coasts among the licensed officers of Canadian-registered deep-sea dry-cargo vessels, while a very confused situation developed in regard to the shipping industry on the Great Lakes and St. Lawrence Waterways as the opening of the inland navigation season drew near.

As reported in more detail elsewhere in this section, the Department acted as intermediary in transmitting various proposals and counter proposals for the settlement of the deep-sea shipping strike between the employers, as represented by the Shipping Federation of Canada and the Shipowners' Association (Deep Sea) of British Columbia, and their deck, engineer and radio officers as represented respectively by the Canadian Merchant Service Guild, the National Association of Marine Engineers of Canada, and the Marine Division of the Canadian Communications Association. Towards the end of March one company, with the assistance of Departmental officers, reached an individual settlement with the three unions, and some of its ships which had been immobilized were able to sail about April 2 from East Coast ports. By April 10, several other companies on the East Coast made, or seemed on the point of making, separate agreements, with the expectation that a general settlement might be not far distant.

In previous issues of the *LABOUR GAZETTE* reference has been made to the establish-

ment by the Minister of Labour of Conciliation Boards to deal with disputes between the Canadian Seamen's Union and three inland shipping companies, namely, Canada Steamship Lines, Limited, Colonial Steamships, Limited, and Sarnia Steamships, Limited. The disputes arose out of the refusal of the Companies to negotiate with a view to the renewal of collective agreements covering unlicensed employees for the 1948 navigation season. In each case the Minister of Labour appointed Mr. Irving Himel, of Toronto, upon the nomination of the union, to act as member of the Board, and, in the absence of any nomination from the employers, he appointed Mr. J. Douglas McNish, K.C., of Toronto, as Board member representing the employer viewpoint. Following consultation, these members jointly recommended the appointment of Mr. Leonard W. Brockington, K.C., C.M.G., of Ottawa, as Chairman of each of the three Boards and, in due course, the appointments were made by the Minister.

The Board of Conciliation in respect of Canada Steamship Lines, Limited, entered upon its duties in Montreal on April 2, and was promptly served with a notice of a petition to the Superior Court for a Writ of Prohibition in the matter of its proceedings. Among other things, the petition challenged the constitutionality of the Wartime Labour Relations Regulations (P.C. 1003), and denied the existence of any contractual or other relationship between the Company and the Canadian Seamen's Union that could constitute grounds for attempted conciliation. It declared that the Union had among its officers several avowed Communists and that it was "notoriously infiltrated and dominated by Communists." It charged further that the Board was illegally constituted in that one of its members had within a period of six months preceding

the date of his appointment acted as counsel or paid agent of one of the parties.

When a hearing on the petition for a Writ of Prohibition was called in Practice Court, counsel for the Department introduced a statement from the Department of Justice that for a technical reason the Conciliation Board "cannot and will not continue to sit." He added that the labour representative on the Board had resigned for technical reasons, and that since the Board was dissolved there could no longer be any legal action against it. The Court ordered that the case be adjourned *sine die*, and it was reported that the petition for a Writ of Prohibition would be withdrawn. In the meantime, after consultation with the parties, it was decided that Industrial Disputes Inquiry Commissions would be established in connection with the three cases in a final effort to find a solution. The Minister of Labour appointed Messrs. Brockington and McNish as members of the Commissions, with the former as Chairman.

In the meantime, on March 11, 1948, the Canadian Seamen's Union had made an application to the Wartime Labour Relations Board (National) asking the Board to prosecute Canada Steamship Lines, Limited, Sarnia Steamships, Limited, Colonial Steamships, Limited, Transit Tankers and Terminals, Limited, and Northwest Steamships, Limited, or, alternatively, asking the Board to authorize the Union to prosecute these Companies. In support of its application the Union made various charges alleging violation of the provisions of the Wartime Labour Relations Regulations and of the terms of collective agreements. Hearings of these cases were held by the Wartime Labour Relations Board on April 8 and later the Board granted its consent to the Union to prosecute Canada Steamship Lines, Limited, Sarnia Steamships, Limited, and Colonial Steamships, Limited, for the alleged violation of six sections of the Regulations, and to prosecute Transit Tankers and Terminals, Limited, and

Northwest Steamships, Limited, for the alleged violation of one section of the Regulations.

Applications for intervention, invoking the conciliation procedure of the Regulations with a view to the negotiation or renewal of agreements, were made in the latter part of February by the Canadian Seamen's Union with regard to twelve other shipping companies operating on the Great Lakes and St. Lawrence Waterways. During March nine of these applications were granted, and Conciliation Officers were assigned as listed elsewhere in this section, the others being denied or held in abeyance because they did not fulfil the requirements of the Regulations. Four of these cases were speedily disposed of within the month by the signing of collective agreements covering unlicensed employees between the Companies and the Union. These cases affected Gulf and Lakes Navigation Co., Ltd., Keystone Transports, Ltd., Paterson Steamships, Ltd. and Powell Transports, Ltd. Direct negotiations between the Union and a fifth company, the Abitibi Navigation Co., Ltd., also resulted in the signing of an agreement, which was filed with the Department on April 8. The other cases were still in the hands of the Conciliation Officers at this writing.

Sittings of the two Boards of Conciliation which are charged with the responsibility of dealing with the demands of different groups of railway employees for wage increases of 35 cents per hour took place quietly in Montreal during March. The establishment of these Boards, both of which are under the Chairmanship of Mr. Justice J. C. A. Cameron, of the Exchequer Court of Canada, Ottawa, was reported in detail in the January-February and March issues of the *LABOUR GAZETTE*. Interest in the outcome of their deliberations was heightened during the month by the decision of the Board of Transport Commissioners as to increases in railway freight rates.

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

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

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

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

At the present time the Regulations apply only to industries within the legislative authority of Parliament, including navigation and shipping lines of steam or other ships, railways, airlines, canals, telegraph, telephone and radio communication, ferries,

and works situated in a province but which have been or may be declared by Parliament to be for the general advantage of Canada or two or more provinces. Jurisdiction over war industries and industries within the scope of certain provinces which entered into wartime agreements with the Dominion has now reverted to the provinces. (A summary of the present position with respect to labour relations legislation in Canada appears in the July issue of the *LABOUR GAZETTE*, pp. 940-43.)

The Regulations, which were issued under the authority of the War Measures Act, are continued in effect under the continuation of the Transitional Measures Act, 1947. A bill incorporating many of the features of the Regulations, with modifications and additions, was introduced in the House of Commons on June 17, 1947, but was allowed to stand over until the next session of Parliament (L.G., July, 1947, p. 923, Aug., p. 1102). The bill has now been reintroduced (see elsewhere in this issue p. 425).

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

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

The Board, with the approval of the Minister of Labour, has adopted rules or regulations which govern procedure in making the various types of applications invoking the provisions of the Regulations and the services of the Board. Copies of these procedural regulations and of the

Wartime Labour Relations Regulations, P.C. 1003, may be obtained from the Department of Labour, Ottawa.

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

Conciliation proceedings are also provided through the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act. This Act empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together and to appoint a conciliator or arbitrator when requested by the parties concerned.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton. The territory of the officer resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and the officer resident in Fredericton, represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Applications for Certification Under Wartime Labour Relations Regulations

The Wartime Labour Relations Board (National) met for two days during March. During the month the Board received 14 applications, held three hearings, issued eight certificates designating bargaining representatives and rejected two applications.

Applications for Certification Granted

1. *The National Association of Marine Engineers of Canada, Inc.*, and certain of its officers for the marine engineers employed by the *National Harbours Board* on C.G.S. *Sir Hugh Allan*, C.G. Tug *Glenkeen* and C.G. Tug *Glenada*. The chief engineer was excluded from the bargaining unit.

2. *Grand International Brotherhood of Locomotive Engineers* for the engineers handling steam or other classes of motive power in the employ of the *National Harbours Board* on its terminal railway at Vancouver, B.C.

3. *Brotherhood of Locomotive Firemen and Enginemen* for the employees of the *Canadian Pacific Railway Company*, including the *Quebec Central Railway* engaged as locomotive firemen, locomotive firemen's helpers, hostlers and hostlers' helpers.

4. *Brotherhood of Locomotive Firemen and Enginemen* for the employees of the *Canadian National Railways*, engaged as locomotive firemen, locomotive firemen's

helpers, hostlers and outside hostlers' helpers.

5. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* for transportation agents employed by *Northwest Airlines, Inc.*, at Edmonton, Alberta.

6. *International Union of Operating Engineers, Local 882* for stationary steam engineers employed by *Midland Pacific Terminal Limited*, North Vancouver, B.C. The supervising engineer was excluded from the bargaining unit.

7. *International Brotherhood of Electrical Workers, Local No. 1580* for the operators, technicians and engineers employed by the *Fundy Broadcasting Company Limited*, Saint John, N.B., at its Radio Station CFBC, including the studio engineer whose duties were those of a studio technician. The chief engineer was excluded from the bargaining unit.

8. *International Brotherhood of Electrical Workers, Local No. 1580* for the operators and technicians employed by the *New Brunswick Broadcasting Company Limited*, Saint John, N.B. The chief engineer and studio engineer were excluded from the bargaining unit.

Applications for Certification Rejected

1. *Canadian Navigators Federation*, applicant, and *National Harbours Board*, Montreal, P.Q. (L.G., Oct., 1947, p. 1450). The Board rejected the application submitted by the *Canadian Navigators Federation* on behalf of deck and engineer officers aboard the C.G.S. *Sir Hugh Allan*, C.G. Tug *Glenkeen* and C.G. Tug *Glenada* of the *National Harbours Board*, Montreal, for the reason that a representation vote had revealed that the application did not have the support of a majority of the employees affected.

2. *Canadian Merchant Service Guild* and *National Harbours Board*, Montreal, P.Q. (L.G., Oct., 1947, p. 1450). The *Canadian Merchant Service Guild* submitted an application for certification of bargaining representatives for the licensed deck officers aboard the vessels C.G.S. *Sir Hugh Allan*, C.G. Tug *Glenkeen* and C.G. Tug *Glenada* operated by the *National Harbours Board*, Montreal. The Board excluded the three captains from the proposed bargaining unit because of their supervisory and confidential duties and dismissed the application for the reason that the bargaining unit was not considered appropriate for the purposes of collective bargaining.

Applications for Certification Received During the Month of March, 1948

1. *National Union of Operating Engineers of Canada* on behalf of engineers (steam power plant employees) employed by *Central Mortgage and Housing Corporation* (Place Viger Hotel Project), Montreal, P.Q.

2. *National Union of Operating Engineers of Canada* on behalf of stationary engineers (steam power plant employees) employed by *Central Mortgage and Housing Corporation* (Benny's Farm Housing Project), Montreal, P.Q.

3. *Western Ontario Bus Employees Association* on behalf of bus drivers employed by *Canadian Greyhound Lines Limited* and *Eastern Canadian Greyhound Lines Limited*, Windsor, Ontario.

4. *National Syndicate of Longshoremen of Ha Ha Bay Inc.*, on behalf of longshoremen employed by *Saguenay Terminal Limited*, Port Alfred, P.Q.

5. *Quebec Ship Labourers Benevolent Society* on behalf of longshoremen employed by *Paquette and Sons Limited*, Levis, P.Q.

6. *Quebec Ship Labourers Benevolent Society* on behalf of longshoremen employed by *Anglo-Canadian Pulp and Paper Mills Limited*, Limoilou, P.Q.

7. *Quebec Ship Labourers Benevolent Society* on behalf of longshoremen employed by *William G. McCauley*, Quebec, P.Q.

8. *Quebec Ship Labourers Benevolent Society* on behalf of longshoremen employed by *Francis J. Dinan*, Quebec, P.Q.

9. *Canadian Seamen's Union* on behalf of the unlicensed personnel employed on the vessel of the *Commercial Cable Company*, Halifax, N.S.

10. *Canadian Seamen's Union* on behalf of the unlicensed personnel in deck, engine room and stewards departments of the Tanker *Burcross* of *Burcross Shipping Company*, Vancouver, B.C.

11. *Brotherhood of Locomotive Firemen and Enginemen* on behalf of motormen and trolley men employed by the *Quebec Railway, Light and Power Company*, Quebec, P.Q.

12. *Brotherhood of Railroad Trainmen, Lodge 509* on behalf of conductors and brakemen employed by *Quebec Railway, Light and Power Company*, Quebec, P.Q.

13. *National Association of Marine Engineers of Canada, Inc.* on behalf of Marine engineer officers on the Tug *Peninsula* of the *Marathon Paper Company*, Marathon, Ontario.

14. *National Association of Marine Engineers of Canada, Inc.*, on behalf of marine engineer officers on the Tow Boat *Marinette* of the *Great Lake Pulp and Paper Company*, Fort William, Ontario.

Cconciliation Proceedings Under the Wartime Labour Relations Regulations

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

I. Assignment of Conciliation Officers

During March, 1948, Conciliation Officers were assigned to confer with the parties in an effort to effect an agreement in the following cases:—

Abitibi Navigation Co., Ltd., and Canadian Seamen's Union (TLC). F. J. Ainsborough, Conciliation Officer.

British Yukon Navigation Co., Ltd., and National Association of Marine Engineers of Canada, Inc. (TLC). G. R. Currie, Conciliation Officer.

Diamond Steamship Co., Ltd., and Canadian Seamen's Union (TLC). F. J. Ainsborough, Conciliation Officer.

Giant Yellowknife Gold Mines, Ltd., Yellowknife, N.W.T., and Yellowknife District Miners' Union (Local 802, International Union of Mine, Mill & Smelterworkers (CIO-CCL). G. R. Currie, Conciliation Officer.

Gulf & Lake Navigation Co., Ltd., and Canadian Seamen's Union (TLC). Raoul Trepanier, Conciliation Officer. (See also II.)

Keystone Transports, Ltd., and Canadian Seamen's Union (TLC). Raoul Trepanier, Conciliation Officer. (See also II.)

Lake Erie Navigation Co., Ltd., and Canadian Seamen's Union (TLC). F. J. Ainsborough, Conciliation Officer.

Marine Industries, Ltd. (Leaf Barges Division) and Canadian Seamen's Union (TLC). Raoul Trepanier, Conciliation Officer.

Northwest Steamships, Ltd., and Canadian Seamen's Union (TLC). F. J. Ainsborough, Conciliation Officer.

Ottawa Electric Railway Co. and Division 279, Amalgamated Association of Street, Electric Railway & Motor Coach Employees of America (AFL-TLC). Bernard Wilson, Conciliation Officer.

Paterson Steamships, Ltd., and Canadian Seamen's Union (TLC). F. J. Ainsborough, Conciliation Officer. (See also II.)

Powell Transports, Ltd., and Canadian Seamen's Union (TLC). F. J. Ainsborough, Conciliation Officer. (See also II.)

II. Agreements Facilitated by Conciliation Officers

In the following cases, reports were received during the month from Conciliation Officers indicating the successful completion of negotiations with the signing of an agreement:—

Gulf & Lakes Navigation Co., Ltd., and Canadian Seamen's Union (TLC). Raoul Trepanier, Conciliation Officer.

Keystone Transports, Ltd., and Canadian Seamen's Union (TLC). Raoul Trepanier, Conciliation Officer.

Paterson Steamships, Ltd., and Canadian Seamen's Union (TLC). F. J. Ainsborough, Conciliation Officer.

Powell Transports, Ltd., and Canadian Seamen's Union (TLC). F. J. Ainsborough, Conciliation Officer.

III. Boards Established

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

Canada Steamship Lines, Ltd., and Canadian Seamen's Union (TLC). F. J. Ainsborough, Conciliation Officer. (L.G., March, 1948, p. 174.) (See also IV.)

Transit Tankers & Terminals, Ltd., and Canadian Seamen's Union (TLC). Raoul Trepanier, Conciliation Officer. (L.G., Sept., 1947, p. 1276.) (See also IV.)

IV. Boards Fully Constituted

Canada Steamship Lines, Ltd. The Conciliation Board established to deal with a dispute between Canada Steamship Lines, Ltd., and the Canadian Seamen's Union (TLC) was fully constituted on March 25, 1948, with the appointment of L. W. Brockington, K.C., Ottawa, as Chairman of the Board, on the joint recommendation of the other two members of the Board, J. D. McNish, K.C., and Irving Himel, both of Toronto. Mr. McNish was appointed a member of the Board in the absence of a nomination from the employer and Mr. Himel was appointed on the nomination of the employees.

Colonial Steamships, Ltd. The Conciliation Board established to deal with a dispute between Colonial Steamships, Ltd., and Canadian Seamen's Union (TLC) was fully constituted on March 16, 1948, with the appointment of L. W. Brockington, K.C., Ottawa, as Chairman of the Board, on the joint recommendation of the other two members of the Board, J. D. McNish, K.C., and Irving Himel, both of Toronto. Mr. McNish was appointed a member of the Board in the absence of a nomination from the employer and Mr. Himel was appointed on the nomination of the employees. (L.G., April, 1948, p. 312.)

Sarnia Steamships, Ltd. The Conciliation Board established to deal with a dispute between Sarnia Steamships, Ltd., and the Canadian Seamen's Union (TLC) was fully constituted on March 16, 1948, with the appointment of L. W. Brockington, K.C., Ottawa, as Chairman of the

Board, on the joint recommendation of the other two members of the Board, J. D. McNish, K.C., and Irving Himel, both of Toronto. Mr. McNish was appointed a member of the Board in the absence of a nomination from the employer and Mr. Himel was appointed on the nomination of the employees. (L.G., April, 1948, p. 312.)

Transit Tankers and Terminals, Ltd. The Conciliation Board established to deal with a dispute between Transit Tankers and Terminals, Ltd., and the Canadian Seamen's Union (TLC) was fully constituted on March 31, 1948, with the appointment of His Honour Judge C. E. Guerin, Montreal, as Chairman of the Board, on the joint recommendation of the other two members of the Board, C. G. Quinlan, Montreal, and Elphege Beaudoin, Verdun, P.Q. Mr. Quinlan was appointed a member of the Board in the absence of a nomination from the employer and Mr. Beaudoin was appointed on the nomination of the employees.

Various Canadian Railways. The Conciliation Board established to deal with a dispute between the Canadian National Railways and the Canadian Pacific Railway Co., certain of their jointly owned and/or operated properties, and the Ontario Northland Railway, and the Canadian Brotherhood of Railway Employees & Other Transport Workers (CCL) was fully constituted on March 1, 1948, with the appointment of the Hon. Mr. Justice J. C. A. Cameron, Ottawa, as Chairman of the Board, in the absence of a joint recommendation by the other two members of the Board, Paul S. Smith, K.C., and Samuel Baron, both of Montreal, who were appointed on the nomination of the employers and employees, respectively. (L.G., April, 1948, p. 312.)

V. Board Reports Received

During the month, the reports of Conciliation Boards were received in the following cases:—

Canadian Marconi Co., Ltd., and Marconi System Div. No. 59, Commercial Telegraphers' Union (AFL-TLC). (L.G., April, 1948, p. 313.)

National Steel Car Corp., Ltd., Hamilton, Ont., and Local 2352, United Steelworkers of America (CIO-CCL). (L.G., June, 1946, p. 759.)

REPORT OF BOARD in dispute between

Canadian Marconi Company Ltd., Montreal, P.Q.,
and

Marconi System Division No. 59, Commercial Telegraphers'
Union (AFL-TLC).

Upon opening the deliberations, the Chairman, the Hon. Mr. Justice Boulanger expressed the great regret of all present at the news of the sudden death of Mr. Robert T. Ferguson who was to have sat as a member of the Board representing the Company. His Lordship also mentioned that Mr. Walter S. Johnson, K.C. had consented on very short notice to replace Mr. Ferguson, subject to the approval of the Department of Labour. To this the parties at once agreed. Under date of February 23, the Department of Labour has confirmed Mr. Johnson's appointment, by letter addressed to the Chairman.

The Parties agreed also to an extension of time for the making of the Board's Report.

Appearances

Appearing for the Company were: Mr. S. M. Finlayson, General Manager; Mr. W. J. Gray, Asst. General Manager; Mr. James Fergus, Sec.-Treasurer; Mr. J. C. Puddington, Manager, Personnel Relations; Mr. A. Wilkins, Marine Superintendent.

Appearing for the Union were: Mr. J. N. A. Blouin, General Chairman; Mr. Arthur Gosse, Sec.-Treasurer; Mr. Wm. McKay, District Chairman; Mr. K. L. Spark, Chairman Transoceanic.

Sittings

Briefs were presented at several sittings, namely on February 23, 24, and 25.

The Board is pleased to record its appreciation of the clarity and helpfulness of the Briefs and oral statements presented.

Area of the Dispute

The Union in question represents in this Reference its members employed on certain Coast and Ship Radio Stations operated by the Canadian Marconi Company.

As indicated, the employees involved are Radio Telegraphers (Coast Stations), and Radio Officers (Ship), and we shall so refer to them hereafter.

The Union's original Brief, as read to the Board, listed several questions for decision, among them several concerning which the Company had, by its letter to

On March 12, 1948, the Minister of Labour received the report of the Conciliation Board to deal with matters in dispute between the Canadian Marconi Company, Ltd., Montreal, P.Q., and Marconi Division No. 59, Commercial Telegraphers' Union (AFL-TLC). The Board was composed of the Hon. Mr. Justice O. L. Boulanger, Quebec, Chairman, and W. S. Johnson, K.C., Montreal, and Drummond Wren, Toronto, members appointed on the nomination of the employer and employees, respectively (L.G., March, 1948, p. 174).

the General Chairman of the Union, dated December 13, 1947, made proposals, namely:—

1. Sick Leave (Coast and Ship).
2. Extended vacations with pay for Radio Telegraphers (Coast).
3. Radio Officer Uniform Allowance.
4. Radio Officer Overtime Rate.
5. Bonus for Officer-in-Charge (Ship).

In its Reply to the Company's Brief, the Union accepts the Company's proposals as to those five matters. They are, therefore, no longer in issue.

In its Reply also, the Union suggests that in a hearing before Mr. Raoul Trepanier, both parties had agreed upon—

Radio Officer Shore Allowance,

although no proposal about it was made in the Company's letter of December 13, 1947, above mentioned. It is agreed the proposed allowance is acceptable; so that this point is no longer in issue.

* * *

The questions remaining in issue are, as listed in the Union's Reply, as follows:—

1. Extended vacations with pay for Radio Officers.
2. Bonus for Officer-in-Charge (Coast).
3. Radio Telegraphers—Basis of Payment for Statutory Holidays.
4. Radio Telegraphers—Basis for Overtime Rates.
5. Radio Telegraphers—Work Week.
6. Wage Rates.

In the Union's original Brief some space is devoted to the nature of the duties of both Radio Telegraphers and Radio Officers, their necessary training and technical knowledge, the hours each day during which they must be within hearing of their instruments, the long service of many of them with the Company, and so on.

Clearly, judging by the enumeration, the efficient operator in either group is a skilled expert in his chosen work. That skill is an essential minimum to qualify him as an operator entitled to salary for efficient service.

Of all that, including the obtaining of First and Second Class Certificates over a period of perhaps two years (or less), at their own expense, of the fields covered by examinations, and of the often exacting nature of the operators' daily work, careful note has been taken. They are facts and circumstances, along with many others, which have conditioned and indicated the salaries heretofore and now being paid.

Among the other facts and circumstances to be considered, in respect of the present reference, are doubtless the rise in the cost of living, a possible increase in the tension and tempo of the average day's work, the advantages and privileges attached to the average operator's way of life as such, the salaries, advantages and privileges attaching to similar work by Radio Officers and Radio Telegraphers belonging to other Unions or working for other Companies and for Governments, and the over-all ability of The Canadian Marconi Company to meet at once the present abrupt increased demands of the Union and the continuous demands of a safe and sane administration of its business.

We must proceed, then, to examine the six issues left in the balance by the Union's Reply to the Company's Statement, already above listed.

1. *Extended vacations with pay for Radio Officers*

As submitted, this would include "deep-sea" or "ocean-going" Radio Officers, and Radio Officers on Great Lakes and River Service. What does the dispute involve?

- (a) Under the existing Collective Agreement, deep-sea Radio Officers, whose work is not seasonal but the year round, receive two weeks' vacation with pay—after one year's service.

- (b) The Radio Officers on Great Lakes and River Service (only two in number), whose work is seasonal, have never had paid vacations.

By its letter of December 13, 1947, above mentioned, the Company offered two weeks' paid vacation after one year's service, and three weeks after fifteen years' service—but for *Ocean-going Radio Officers only*.

The Union, in its Brief, asks:—

- (a) 2½ days per month with pay after one year's service, cumulative by consent to a maximum of 60 days—*for Ocean-going Radio Officers*;
- (b) 2 weeks with pay after the navigation season (7½ months) ends—for Great Lakes and River Radio Officers; subject, however—
- (c) to only a proportionate part of such two weeks, for Radio Officers on *passenger* ships on Lake Ontario and the River St. Lawrence—the navigation season for such ships being much shorter.

We recommend that the Company's offer be accepted, for ocean-going Radio Officers.

We further recommend for Lakes and River Radio Officers one week's vacation with pay, at the close of the navigation season.

2. *Bonus for Officer-in-Charge (Coast)*

Under Article VI(D) of the existing Agreement, the Officer-in-Charge, and a Radio Telegrapher temporarily appointed to the duties of O.I.C., receive a bonus of \$15 a month.

Under Article VI(G), during off-seasons on seasonal coast-stations the O.I.C. continues to receive his full wages and maintenance allowances, but no O.I.C. bonus.

The Union, in its Brief, asks a bonus of \$30 a month, and an equal bonus for the Radio Telegrapher temporarily appointed to the duties of O.I.C.

By its letter of December 13, 1947, the Company offered to continue the existing bonus of \$15, Article VI(D and G) thus remaining intact.

Mr. Finlayson explained and repeatedly insisted that under his Company's contract with the Department of Transport an increase is "beyond the power" of his Company to grant; and further that the Department had ruled that there should be no increase in the present allowance

as it is the same as is paid to Officers-in-Charge at comparable stations in the Department's service.

In our opinion, that seems to decide the question, until at least the Department chooses to authorize an increase.

The Union in its Brief points out that the O.I.C. is on call twenty-four hours per day, at present six days a week, that there has been over 100 per cent increase in equipment for which he is responsible, that the bonus has been \$15 for twenty years or more, and that the O.I.C. is responsible for a good deal of clerical work.

In its Brief replying to the above, the Company, after stating its inability to increase the bonus "as such increase is unacceptable to the owner of the Stations", adds:—

We would like to point out, however, that having in mind the low volume of traffic actually handled by the Stations and the fact that on many of the Stations the O.I.C. is called upon to do only three regular tours of duty per week, this allowance far from being grossly inadequate and ridiculous as claimed by the Union is, in our opinion, fair and reasonable.

It may be also noted that during the off-season, the O.I.C., though he does not receive the bonus, does receive his full wages and maintenance allowance, and, as orally stated by Mr. Finlayson, is free to undertake, and often does undertake remunerated additional work during the off-season—in fact even during the seasonal period, and in many cases has the advantage of low-rental housing of some \$9 a month. He is also provided with furniture and fuel.

The Board recommends that no change be made in the existing arrangement.

3. *Radio Telegrapher (Coast)—Basis of Payment for Statutory Holidays.*

By Article V(E) of the existing Agreement—

Radio Telegraphers who are required to work on any of the above-mentioned holidays shall be paid for same on a *pro rata* basis inclusive of maintenance allowance.

By its Brief (p. 10, sec. 7), the Union asks that the *pro rata* overtime rate be "increased to the rate of time and one-half for all time worked on such holidays—which means two and one-half times the day's pay."

Here, again, however, the Company (Brief, p. 7) states that its "customer (the Department of Transport) will not sanction this proposal."

We assume this means, that in view of the Company's contract with the Department, it has not the power, and hence not the right, to agree to the requested increase.

The Union (Brief, p. 10) bases its request as follows:—

... so as to bring the Radio Telegrapher on Coast Stations in line with the Radio Operator at the Central Telegraph Office (I.E. Transoceanic) of the Company, who following the Finding and Direction of the National War Labour Board, April 8, 1943, was granted this rate.

The Union then recites the finding of the War Labour Board:—

The rule generally prevailing in the railway agreements is one which calls for *pro rata* for statutory holidays. . . . We (the Board) found that the operators are performing a special type of work requiring particular skill and under conditions not generally comparable with those obtaining in railroad and other classes of commercial telegraphy.

Commenting on that ruling, the Union Brief continues:—

The same observations can be made regarding the Radio Telegrapher on coast stations who requires a greater amount of technical skill than the Radio Operator at the Central Telegraph Office of the Company, as demonstrated by his compulsory Radio Certificate of Proficiency. Moreover, the coastal Radio Telegrapher has to work alone on his shift, therefore, being responsible for the adjustment of his radio instruments and the moving of traffic.

The Company in its Brief (p. 6, sec. 7) replies, noting that it offered to continue the terms of Article V(E) of the existing arrangement, and adds that the Union's claim for time and a half—

... is made to effect reconciliation with the transoceanic service on the basis that the Radio Telegraphers on Coast Stations require a greater amount of technical skill than the Operators at the Central Telegraph Office of the Company.

This argument, while interesting, appears to be completely refuted by the fact that the Union is asking salary scales for the Central Telegraph Operators \$15 per month in excess of those which it now demands in its Brief under review.

The Board recommends continuation of the existing arrangement.

4. *Radio Telegrapher (Coast) Basis for Overtime Rates.*

The Union's Brief (p. 11, sec. 8) refers to the present arrangement (Agreement, Article VI(J)), which reads:—

On coast stations, in the event of any member of the staff being called upon to perform any duties in addition to his regular tour of duty, overtime shall be paid at the rate of time and one-half of the regular wage, based on 305 working days per year;

and asks for "this same rate but based on 279 working days per year, in conformity with its request for a 44-hour week".

And the Company (Brief, p. 7, sec. 8) states that:—

. . . the owner of the Stations *will not sanction* a change in the present basis of 305 days, pointing out that he is using 313 days as a basis.

In a word, the Company has not the power or the right to change the basic 305 days to basic 279 days.

What is proposed is to work at normal rates for 279 out of 365 days, and to charge time and one-half for all work over 279 days.

The Board recommends continuation of the present arrangement.

5. *Radio Telegrapher Work Week (Coast)*

What the Union seeks is a 44-hour week for *all* coastal stations—coupled with a 279 day basic year.

The Brief (p. 11) explains that of 14 Coast Stations, 6 are open the year round with a staff of 4 men; 3 are seasonal with 4 men; 5 are seasonal with 3 men.

The Union's explanation supporting its proposal is somewhat long to reproduce here, and we summarize it:—

At Stations presently carrying a staff of four, a 44-hour week can be arranged—that is, each would work 5 tours of 8 hours and one tour of 4 hours. On that basis, the Union says, the cost of operation would not be increased. To secure a uniform 44-hour week at all Stations, the Union suggests the addition of 5 more men, one to each of the 3 Stations now staffed with 3 men where the present work week is 56 hours. This, it is said, would mean only the wages of five more men for about 9 months in each year. (This would amount to perhaps an extra \$12,000.)

Here, again, however, the Company is unable to increase the staffs as requested.

In its letter of December 13, 1947, it expressly says:—

We are informed by the owners that it will not be possible to increase the staff of these (Seasonal) Stations . . .

and goes on to add that under its counter-proposal of a 305 day year and a 44-hour week, "each operator will receive at least four hours overtime per week during the season of navigation".

If the Company has not the power or the right to increase the staffs, it none the less offers to do what it can to ease the situation.

Its counter-proposal, stated in its letter of December 13, 1947, is this:—

The Company's proposal is that overtime be based on 305 working days per annum, with the hours of work being set at eight per day and forty-four per week. This latter will provide a considerable improvement in the remuneration for operators employed on the seasonal stations.

That offer of a 44-hour week applies to all 14 Coast Stations.

It is a very substantial advance for the Operators.

We recommend that it should be accepted.

The Company supports its offer, saying (Brief, p. 7):—

On seasonal stations, where only three operators are employed, the Company's overtime proposal provides for considerable relief, having especially in mind the fact that these men are not actually called on for duty during the winter months, and may and do seek other employment, even though they are retained on the Company's payroll. It should also be pointed out that the Company's proposal, under the new contract, will be to limit the work week to forty-four hours except in emergency conditions on all other stations. Any work done in excess of forty-four hours per week on such stations will be paid at overtime rates.

6. *Wage Rates (Ship and Coast).*

As for *Coast*—that is, Radio Telegraphers, the Company in its letter to the Union of December 13, 1947, advised:—

We regret to have to advise you that after full consultation with the owners, it will not be possible for us to increase the present scale of wages and allowances.

The statements made to the Board disclosed that the Company's contract with the owners of the Coastal Stations (the Department of Transport) is on a cost-plus basis. The Union representative asked why, then, wages could not be increased. Mr. Finlayson explained in

reply that in so far as wages entered into cost, a fixed limit was placed on wages, and that limit had been reached and the Company could not exceed it.

However, in the course of the negotiations before Mr. Raoul Trepanier the Company also had made a tentative offer of a 5 per cent increase in the wages of the Radio Telegraphers. But the Company withdrew its offer after consultation with the owners of the stations. On the basis of the rising cost of living and of the general trend of wages the Radio Telegraphers are just as much entitled to an increase as the Radio Officers. Because, in their case, the Company may not as easily as in the case of the Radio Officers pass the increase on to the customer is no reason to refuse them the same increase as the others and to treat them in a different manner. It would be an unjust discrimination to do otherwise. We, therefore, recommend for the Radio Telegraphers in the employ of the Company in Government Coast Stations an increase of ten per cent of their wages over the existing rates which are:—

	Per month
First year.....	\$159.40
Second year.....	169.90
Third year.....	180.40
Fourth year.....	190.40
Fifth year.....	201.40
Sixth year.....	209.40
Seventh year.....	217.40

Ocean-Going. In the existing Agreement the rates increase according to years of service—as follows:—

	Per month
First year.....	\$161.00
Second year.....	172.00
Third year.....	182.00
Fourth year.....	193.00
Fifth year.....	203.50
Sixth year.....	211.50
Seventh year and thereafter.....	219.50

The Ocean-Going Officer is in addition fed, bedded and laundered free, receives an increase Uniform Allowance, paid holidays, increased shore allowance, and so on. Since he chooses that mode of life, his is not a bad life nor a hard life.

By its Brief (p. 13), the Union proposes not yearly classes, but two classes only:—

- Ocean-Going 1st Class Certificate.
- Ocean-Going 2nd Class Certificate.

The Union proposes, because of 'increased cost of living', and because "conditions as affecting the Radio Officer have changed materially":—

- Ocean-Going. 1st Class
\$260 per month
- Ocean-Going. 2nd Class
\$250 per month

During the Board's deliberation, Mr. Wren suggested \$250 and \$240 respectively, or \$10 less than the award made by Mr. Justice, McNiven in his Report dated January 22, 1948, in the Disputes between various East and West Coast Canadian Shipowners and (among others) the Canadian Communications Association (Marine Department) representing radio officers.

Mr. Wren's view was that the McNiven award had established a standard for all Radio Officers, including those of Canadian Marconi Company Limited, and that the Board should recommend the same rate. While the Board was discussing the point, it was advised that the McNiven award had been rejected and that the Canadian Communications Association was demanding \$300, with threat of a strike.

The Board is without information whether the Shipping Company employers of those Radio Officers offered the advantages given by Canadian Marconi Company Limited, in the form of Accident, Health & Life Group Insurance, or Pension Scheme.

The majority of the Board, taking all the facts into consideration, do not feel bound by the standards suggested in the McNiven award.

The increased cost of living, even before last October, or since, has not affected the individual Officer on board ship—for he is provided for. If he is supporting a family on land, naturally he is to that extent affected.

What of the materially changed conditions, presumably since last October?

The Brief does not seem to indicate. It does claim that the Radio Officer, from the nature of the technical knowledge required of him, is or should be on the same footing as the "landline wire chief" who receives "much higher wages". The comparison is not convincing. For one thing, the landline wire chief is not fed, clothed, berthed, and laundered free of cost. His general outlay, living on land,

is greater in a hundred direct and indirect ways. He is working for far wealthier corporations. His responsibilities are far more extensive.

In its Brief (p. 9), the Company says this:—

The Union attempts to show that Radio Officers and Radio Telegraphers are equivalent to wire chiefs in landline telegraph service. We must emphatically refute any such comparison. We have examined into this matter and find that the wire chief in the large telegraph office is, strictly speaking, a leading maintenance technician who may have under his supervision as many as one hundred circuits covering the whole Province of Quebec or Ontario and thirteen or more linemen under his direct supervision.

Quite regardless of what such wire chiefs may be paid, the comparison is not in any way a proper one, as none of our Operators or Officers-in-Charge can in any way properly be related to wire chiefs. The Telegraph Companies also employ Traffic chiefs, whose salaries are somewhat similar to those of wire chiefs, and we are instructed that these men are employed only in the larger offices where they may have one hundred or more Operators and one hundred or more circuits under their supervision at one time. We cannot see the validity of comparing wire chiefs or Traffic chiefs with any of our Radio Telegraphers, Radio Officers or Officers-in-Charge.

The Union's Brief (p. 15), sets up comparisons to show that the wage-rate of Chief Officer on board ship has advanced and that of the Radio Officer "progressively deteriorated". The comparison is perhaps not a fair one, considering that the Chief Officer (Captain's or First Mate) stands next to the Captain, in charge of the entire ship. It is not accurate, since the rate for Radio Officers, as the figures given show, has increased progressively, though, it is true, not spectacularly.

By its letter of December 13, 1947, the Company offered an increase amounting to about 5 per cent of the existing rates:—

	Existing	Offered
1st year	\$161.00	\$170.00
2nd "	172.00	180.00
3rd "	182.00	190.00
4th "	193.00	200.00
5th "	203.50	210.00
6th "	211.50	220.00
7th "	219.50	230.00

The Board would recommend an increase equivalent to 10 per cent rather than 5 per cent.

Coastwise and Great Lakes Radio Officers.

We set out the existing scale and that offered by the Company in its letter of December 13, 1947:—

	Existing	Offered
1st year	\$130.00	\$136.50
2nd "	140.00	147.00
3rd "	150.00	157.50
4th "	160.00	168.00
5th "	170.00	178.50
6th "	177.50	186.00
7th "	185.00	195.00

The Board would recommend an increase equivalent to 10 per cent rather than 5 per cent.

* * *

There are certain general considerations which have weighed with the Board in its recommendations.

1. The Company is a manufacturer of radio equipment, a producer of radio broadcasting. It supplies under contract a service on Coast Stations of which it is not the owner, and it provides radio service on certain ships. As to the latter, it states (Brief, p. 9):—

... the number of messages handled is not great when considered in relation to the number of hours of operation throughout the year, and further that the Company in no way benefits from revenues accruing to the Coast Stations and that the revenues accruing to the Company from Ship Stations is very very small.

The Company's audited statements for the year ending December 31, 1946, certified by Price, Waterhouse & Co., Chartered Accountants, shows "net loss for the year—\$25,947.41".

Statements for 1947 are not yet available, but Mr. Finlayson stated that the position was about the same—perhaps a small profit or a small loss.

Dividends have not been paid for several years.

2. The radio services in issue in this reference are rather a break-even than a profitable activity. The cost of these services should be related to what they produce.

3. It is almost commonplace to say that our social and economic world is in a very doubtful equilibrium, when a fairly secure medium loaf is better than none, for the next year or so. It is a time when commitments, costs, and inventories must be watched—when it is better to promise what may reasonably be performed even if the worst happens.

4. The Company's Brief (pp. 10-11) contains ample warning, for those with the intelligence and goodwill to understand, of the dangers foreseen—not only by the Marconi Company but by all responsible persons.

5. In its desire to help and give security to all its employees, the Company organized some five years ago a Group Sickness, Accident and Life Insurance Plan—to which it contributes more than half the total cost (Brief, p. 12).

It has undertaken to put in force at once a Pension Scheme of the utmost importance to all employees and particularly to those with a long service record. The Scheme calls for a contribution by employees of about 4 per cent of salaries, and by the Company of about 5 per cent for current service. But the very striking feature for employees long in the service and perhaps not far from a retiring age is, that the Company will absorb and pay the contributions which would otherwise have been made by these long-service men had the Scheme been in force during their years of service hitherto. In a word, though they are due to receive the pension even in a year or two from now, they pay no more than for those years and receive the pension they would receive had they contributed over a long period of years.

The Board considers that in trying to assess a fair wage scale for the men in the circumstances of this reference, all the above elements must be given weight. One must consider the employer as well as the men. And it was to obtain such consideration that this reference was made in the interest of both parties and of the Canadian people as a whole.

Unfortunately, Mr. Wren, representing the Union, felt himself unable to agree in all particulars with this Report, and has indicated that he cannot sign it and will make a separate Report.

The whole respectfully submitted.
March 5, 1948.

(Sgd.) OSCAR L. BOULANGER.

(Sgd.) WALTER S. JOHNSON.

Minority Report

The Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

SIR:

I wish to join my colleagues on the Board in expressing deep regret at the unexpected demise of Mr. Ferguson of which we were not aware until the

morning of the date set for the first hearing of the Board. Under these circumstances with union representatives present from several distant points at considerable cost, the Company's successful efforts to find another member of the Board to replace Mr. Ferguson, and Mr. Walter Johnson's acceptance of the nomination at such short notice is certainly appreciated, together with your co-operation in the immediate confirmation of Mr. Johnson's appointment.

As is explained in the Majority Report there were originally twelve clauses in the proposed agreement in issue between the parties. In the course of the hearing it developed that the Union and the Company were able to agree on six of these twelve, leaving only a remainder of six on which the Board was required to make recommendations. Of these six points I concur with the Majority Report on two, namely:—

Radio Telegraphers—Basis for Overtime Rates.

Radio Telegraphers—Work Week.

The four remaining points or clauses in the proposed agreement, therefore, about which I differ with the Majority of the Board are:—

(1) Extended Vacations with Pay for Radio Officers.

(2) Wage Rates.

(3) Bonus for Officers-in-Charge (Coast).

(4) Radio Telegraphers—Basis of Payment for Statutory Holidays.

All of these questions required an increase in money to be paid the employees, to which the Company replied, as is stated by the majority, that it was "beyond the power" of the Company to grant such increases under the Contract between the Company and the Department of Transport of the Federal Government.

The burden of the Company's argument centered around its contract with the Government Department, its discussions with the Department officials and the instructions from the Department that it would not undertake to increase the amount of its payment for services to provide higher wage rates. And the chief reason advanced was that Government employees engaged in occupations similar to those of the applicants were being paid even less than the present rates paid the applicants.

In the first place the Government employees engaged in occupations similar

to those of the Union in this case have only recently been organized by another division of the Commercial Telegraphers and negotiations have been entered into on their behalf with the Department of Transport of the Government and their requests exceed those of The Marconi employees.

In the next place one cannot accept the thesis that wage rates paid by a Government Civil Servant can possibly be taken as a means of measuring the wages to be paid in private industry. The Government offers a security and tenure of employment, and other advantages not prevalent in private industry. Evidence was presented at the hearing of greater numbers of employees attending the same amount of equipment with the same responsibilities than is the case with the Marconi Stations. Furthermore while it is often argued, and was in this case, that a Government should set an example to industry by establishing adequate wage rates it can be readily appreciated that as a practical suggestion it would be impolitic. Any such rate established by the Government for practically any occupation as an example to industry would be vastly greater than what a major part of industry at least was paying.

The question of the Department of Transport of the Dominion Government having refused to pay an increased amount for the services performed by The Marconi Co. is, in my opinion no different than if a private dealer had refused to consider paying a higher price for a product or service. If a higher price is justified either for a product or service it continues to be marketable. Neither should the question be given too great weight by the Board as it had no notification from the Department of Transport of either its inability to pay more if such was recommended or of its reluctance to increase its payment to The Marconi Company. The Board was placed in the peculiar position of dealing with the attitude of a third party to the dispute who was neither represented at, nor made representations to the Board. On the other hand with full knowledge of the differences between the parties to this dispute the Government appointed this Board of Conciliation to bring in a recommendation concerning it which would be equitable and just. With these general conclusions I am

enabled to deal with and arrive at conclusions on the specific points.

- (1) Extended Vacations with Pay for Radio Officers.
- (2) Wage Rates—For Radio Officers on Ocean-going Ships.

The Union asks for thirty days' vacation with pay after one year's service and of wage rates of \$260 monthly for 1st class operators and \$250 monthly for 2nd class operators.

1. In dealing with these two points I am assisted in the recent finding of Mr. Justice D. A. McNiven, a commissioner in a recent dispute between 27 ship owning Companies and several Unions. Mr. McNiven's report is the result of an exhaustive study and investigation of that situation. Among the several Unions involved was one representing Radio Officers. The number of Radio Officers so represented was approximately 250. While Mr. McNiven states in his report that Radio Officers have been enjoying 30 days' vacation with pay after one year of service he recommended the same amount of vacation for all classes of ship's officers represented at the hearings.

Only some 32 Radio Officers are represented by the Union in this case and they are employees of The Canadian Marconi Company. It would be a most peculiar situation to find this much smaller number enjoying a lesser amount of vacation with pay than that accorded the vast majority engaged in the same occupation, working under the same conditions, and at least in one case working on ships owned by the same company. Under such circumstances I am compelled to recommend that thirty days' vacation with pay be accorded the Radio Officers after the completion of one year of service with The Canadian Marconi Company.

2. In the matter of wages, one is immediately faced with the questions—

- (1) What increase, if any, should be recommended?
- (2) What is an adequate wage?
- (3) How much should be paid for a certain type of work?

Unfortunately many factors, a great number of which are practically unmeasurable, enter into establishing a wage rate. For instance why does a light machine operator, who requires only a week to learn the job, earn up to \$1.60 per hour or \$92 weekly and a Radio Officer who has spent two years in his own time learning, earns \$50 a week. It

is not my purpose to dwell on this question but merely to relate it in order to discover by what one might measure or determine wages.

So far as the Radio Officers are concerned of whom there are some 32, we are, if I may repeat, assisted in arriving at a conclusion by the McNiven Report. There again we find that for some 250 Radio Officers a monthly wage of \$260 has been recommended. And are we not dependent upon standards that have acceptance when we deal with the unknown quantity of wages that are to be arrived at on or above a minimum health standard. As the Union emphasized in its presentation to the Board, even during the period of wage control the Government formulated a policy of permitting applications for wage increases, and ordering the payment of such increases if it could be shown that there were inequalities in the rates being paid for similar types of work. Undoubtedly the rates have been established for Radio Officers by the McNiven Recommendations applicable to approximately 90 per cent of them and I cannot therefore recommend less than that rate of \$260 per month for the remaining 10 per cent of the first class operators who are employed by The Marconi Company. I must add that if much less is paid the result is obvious. And I say much less advisedly, taking note of the Company's argument that those Radio Officers employed by a Wireless Company enjoy more continuous employment than those who hire direct or through the Union and as it appears for that reason to have become an accepted practise in British Shipping and Union circles to pay 1.0.0 less per month to Wireless Companies employees, an equivalent amount could be deducted from the monthly rate of \$260.

For 2nd class Radio Officers, in line with my views as expressed above I recommend a monthly rate of \$250.

3. *Wage Rates—Radio Telegraphers.*

The Radio Telegraphers in the employ of The Marconi Company is, in the main, one with long experience; he has more equipment to attend to than the Radio Officer on board ship; his own living costs are not met as aboard ship; only thirteen Radio Telegraphers are provided with family quarters on station property at a low rental of \$9 monthly. Fuel and Furniture are not provided to any of the operators or officers in charge as is stated in the Majority Report. I recommend, therefore, that the "prevalent" rate of wages of \$260 monthly for this classifica-

tion be established. In coming to that conclusion I have in mind also the increase in the cost of living which has taken place since the last increase was accorded the Radio Telegraphers which in itself is sufficient to justify an increase almost equal to that which I recommend.

Bonus for Officer-in-Charge (Coast)

The Union has accepted the Company's offer to increase the Bonus for officer-in-charge (O.I.C.) on board ship from \$10 to \$15 monthly. The Company, however, rejects the union's request for an increase for Coast O.I.C.'s from \$15 to \$30 monthly. The main arguments put forward by the Company in rejecting the request were:—

- (1) That the Government has ruled that there should be no increase in present allowance as it is the same as is paid to Officers in comparable stations in the Department's service.
- (2) That the O.I.C. during the off-season is not required to be on duty and is paid full wages and that he is free to accept other employment during that time.

On the other hand the Union points out that only seven of the fourteen stations are closed in the winter off-season. It is worthy of note that in those seven stations the operators and O.I.C. work 56 hours per week. By simple arithmetic it is evident that those who staff those stations are working 12 hours in excess of the 44 hours each week. However, the Company has consented to provide 4 hours overtime pay weekly, leaving the hours of work in excess of 48 each week equal to one full day's work each week during the navigation season, a substantial contribution to the paid off-season period.

In another part of this Report I have dealt sufficiently with the position of the Department of Transport relative to wage increases in this matter.

The O.I.C. is responsible for the station and the important function it performs, he is responsible for compiling and submitting reports. I, therefore recommend that the reasonable allowance of \$1 a day requested to compensate for the extra duties and responsibilities assumed by him should be paid.

4. *Radio Telegrapher—Basis of Payment for Statutory Holidays.*

This is a request on the part of the Union to be paid time and one-half regular rates for time worked on Statutory Holidays. Such a request, it is generally

conceded is a reasonable one. But simply because there is an agreement between the parties that regular wages will be paid for Statutory Holidays when no work is performed on them; the request for over-time rates when work is performed on them suddenly becomes unreasonable. In view of the established fact that the payment of time and one-half for work performed on these Holidays in addition to the regular pay has become an accepted practise. I have no choice but to recommend granting the Union request.

Again I must repeat that in this, as in the other matters requiring additional money, no weight should be given to the information presented the Board that the Government refused to consider any such increases. If such was, or is, the adamant position of the Government it would be expected that such instructions would have been included in the Board's terms of reference.

Respectfully submitted.

(Sgd.) DRUMMOND WREN.
Member.

REPORT OF BOARD in dispute between

National Steel Car Corp., Ltd., Hamilton, Ont.

and

Local 2352, United Steelworkers of America (CIO-CCL).

The Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

SIR,

The Board of Conciliation, appointed by you in this case, begs to submit its final report.

Under date of March 25, 1947, the Board submitted an interim report, which described the situation at that time, pointing out in particular that the Board had asked the parties to carry on further negotiations in the many points discussed before it. On receipt of that report you extended the life of the Board.

On July 4, 1947, the Board met the parties again and discussed with them the progress made in their negotiations. Unfortunately they still could not agree on many points. A further adjournment was made till October, and on the 27th of that month the Board again brought the parties together. A number of meetings followed that date, and the points in disagreement between the Company and Union were gradually whittled down until the remaining crucial issues pertained to wage rates and union security. An apparent slow down in the production of the steel erection department of the Company induced the Board to hold a meeting in the plant of the Company and gather evidence on the production schedules, actual and potential. On the basis of its investigation it submitted certain proposals to the parties in December on wages that should prevail in the line production departments of the plant. A further meeting was held with the parties in Hamilton on January 6, 1948, where

On March 13, 1948, the Minister of Labour received the report of the Conciliation Board established to deal with matters in dispute between the National Steel Car Corp., Ltd., Hamilton, Ont., and Local 2352, United Steelworkers of America (CIO-CCL) (L.G., June, 1946, p. 759). The Board was under the Chairmanship of Dr. Alexander Brady, Toronto, appointed in the absence of a joint recommendation from the other two members, Norman L. Mathews, K.C., and David B. Archer, both of Toronto, who had been appointed on the nomination of the employer and the employees respectively.

after discussions on the details of an agreement, it was agreed by both that they would negotiate further for the completion of an agreement. The Board is now happy to report that the parties have completed negotiations and signed an agreement. The task, therefore, for which you appointed the present Board of Conciliation is at an end.

The Board would like in conclusion to pay tribute to the persistence in collective bargaining by the parties, who, although separated at the outset by many sharp and honest differences of opinion, patiently pursued negotiations until a collective agreement was signed.

All of which is respectfully submitted.

(Sgd.) ALEXANDER BRADY.

(Sgd.) D. B. ARCHER.

(Sgd.) NORMAN L. MATHEWS.

March 10, 1948.

Conciliation Work of the Industrial Relations Branch Under the Conciliation and Labour Act

Officers of the Industrial Relations Branch dealt with 4 industrial disputes during the month of March, involving 1,398 workpeople employed in 28 separate establishments. Of these, one was a new dispute which originated during the month and three were situations which had been untermiated as of February 29, and received further attention in March. These disputes were dealt with under the provisions of the Conciliation and Labour Act. They were thus distinct from and in addition to the conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

A statistical analysis of the cases handled during the month is given below.

Industries:

<i>Manufacturing</i>	
Metal Products	2
<i>Transportation and Public Utilities</i>	
Water	1
Telegraphs and Telephones.....	1

Nature of Dispute or Situation:

Strike or lockout.....	1
Controversy	1
Arbitration	2

Predominant Cause or Object:

Increase in wages and other changes.	2
Other causes affecting wages and working conditions	1
Other union questions.....	1

Disposition:

Controversy terminated by mediation	1
Decision rendered in arbitration...	1
Disposition pending	2

Method of Settlement:

Conciliation or mediation.....	1
Arbitration	1
Settlement pending	2

Brief summaries of the cases of chief interest are given below—

Merchant Marine Officers, East and West Coasts

Recent issues of the *LABOUR GAZETTE* have contained accounts of developments in the stoppage of work by deck, wireless and engineer officers employed on Canadian-registered deepsea dry cargo vessels,

and the recommendations made by Mr. Justice D. A. McNiven, of Regina, following his thoroughgoing but unsuccessful efforts in the role of an Industrial Disputes Inquiry Commissioner to secure a mutually satisfactory settlement of the dispute. The parties to the dispute comprise 26 Canadian flag ship operators represented by the Shipping Federation of Canada, Inc., and the Shipowners' Association (Deep Sea) of British Columbia, and their licensed personnel represented by the Canadian Merchant Service Guild, the National Association of Marine Engineers of Canada, Inc., and the Marine Section of the Canadian Communications Association.

The recommendations made by the Commissioner were used as the basis of further direct negotiations, which took place between the parties at Vancouver during February. These direct negotiations broke down early in March, at which time the shipowners announced that they were putting into immediate effect all of the recommendations of Mr. Justice McNiven except two, which involved the payment of an overtime allowance to radio officers and the deck and engineer officers' security watch abroad. The officers' unions held out for the adoption of all of the Commissioner's recommendations, together with overtime pay on an hourly rather than a lump-sum basis, "pro rata" leave in connection with annual vacations with pay, and other concessions. A strike was called on March 3 upon all ocean-going dry cargo vessels touching Canadian ports, and about 32 vessels were immobilized by the second week of April.

Both sides to the dispute sought the assistance of the Department of Labour and everything possible was done to bring the parties into agreement. Various arbitration proposals were put forward from union sources, and on March 25 the Minister of Labour formerly suggested to the shipping operators that they authorize him to approach the unions with an offer of an immediate return to work by the officers conditional upon acceptance of the employers' Vancouver offer of March 1, together with arbitration of the questions of hourly overtime pay and pro rata leave. This was done in the belief that the suggestion was capable of bringing about an early settlement, and that it was

not unreasonable since it was felt that the two points on which arbitration was proposed were rather minor ones.

On March 31 the two federations of shipowners informed the Minister of Labour that they were then prepared to accept the recommendations of Mr. Justice McNiven in their entirety providing the ships' officers on strike did likewise and returned to work forthwith, and provided that the provisions of the Commissioner's recommendations should remain in effect until January 31, 1949. The owners were not prepared to arbitrate any issues not recommended for adoption by the Commissioner.

With regard to a suggestion by the unions that all officers should be reinstated without discrimination and that those on articles should not be penalized under the provisions of the Canada Shipping Act, the operators maintained that they should not be asked to condone what they described as the illegal actions of officers who had broken their articles of agreement.

One of the twenty-six companies involved in the dispute, the Federal Commerce and Navigation Company, Limited, with the assistance of the Department reached an agreement with its employees which was endorsed by the unions concerned. This single settlement provided that all of Mr. Justice McNiven's recommendations would be implemented; that final and binding arbitration would take place on the questions of hourly overtime pay and pro rata leave; and that so far as the Federal Commerce and Navigation Company could influence the matter, there would be no penalization of officers under the Canada Shipping Act, and the Company would not discriminate against its employees for having engaged in strike action.

Assurances were received early in April from two of the officers' unions, namely the Canadian Merchant Service Guild and the National Association of Marine Engineers, that if the East and West Coast shipowners would agree to the same terms as the Federal Commerce and Navigation Company, the strike would be terminated immediately.

The latest word from the shipowners' federations was that they were not prepared to go beyond their offer of March 31, and that they consider their "final position" to be in the long-term public interest. They also submitted that their willingness now to accept in full the recommendations of the Commissioner

absolved them from any suggestion of being unreasonable or arbitrary in refusing to accept arbitration of other issues which were fully considered by Mr. Justice McNiven and which, if conceded, might endanger the competitive position of Canada's merchant marine.

Electrical Products Workers, Peterborough, Ont.

During February the Minister of Labour received from representatives of the Canadian General Electrical Company, Ltd., Peterborough, Ont., and Local 524 of the United Electrical, Radio and Machine Workers of America, a joint request for the appointment of the chairman of an Arbitration Board to deal with issues in dispute between the parties concerning the interpretation of their collective agreement.

Mr. J. D. McNish, K.C., of Toronto, was appointed as chairman, the other members being Messrs. E. N. Davis and Cleve Kidd, both of Toronto, representing the company and union respectively. The award of the Board, which was made on March 19, is reproduced in part below:—

Award of Arbitration Board

There is in effect an agreement between the Company and the Union dated the 30th of June, 1947, with respect to wage rates and working conditions. Article 17 of this agreement deals with the grievance procedure. . . . The Union alleged that the Company was misinterpreting certain articles in the agreement and asked that the questions in dispute be submitted to arbitration. . . .

The Board met with the parties on the 24th of February, 1948 . . .

The views of both the Company and the Union were presented on the following matters:—

STATUTORY HOLIDAYS

The first matter with which the Board was asked to deal was the question affecting the interpretation of certain clauses in Article 11 of the agreement dealing with statutory holidays. As there are other matters to be dealt with under this Article, it might be as well here to set out in full paragraph one of Article 11—

"When any of the following statutory holidays occur on a standard work day, Monday to Friday inclusive, on which the employee would otherwise have worked, the Company will pay eligible employees a day's pay for such statutory holiday

without requiring the employee to render service on that day. An employee is eligible for this payment who has six months or more continuous service with the Company, and has worked his or her regular authorized shift upon the working day next preceding such holiday, and also his or her regular authorized shift upon the first working day succeeding such holiday. However, payment for the holiday will be made if the employee worked during the week but is absent on the above days due to verified illness, death in the immediate family, jury duty, or if he has been sent home during the week in which the holiday occurs for lack of work, or if he has obtained prior written permission from the management to be absent."

The first question to be determined by the Board is the proper interpretation of the words "and has worked his or her regular authorized shift upon the working day next preceding such holiday and also his or her regular authorized shift upon the first working day next succeeding such holiday."

The Company took the position that these words implied work for a full shift and not part of a shift and accordingly established a policy that provided that where an employee was late either on the day before or the day after a statutory holiday for not more than half an hour, then such employee should be paid for the holiday, but if the lateness on such days exceeded a half hour, the Company did not pay for the statutory holiday unless the employee gave a reasonable excuse for being so late. The Company's contention was that in putting this policy into effect, it was merely administering the agreement and that it had the discretion to say in what manner it should be administered. The Union on the other hand contended that this policy of the Company in making these rules was in effect writing new terms into Article 11 and further contended that the proper interpretation of the words quoted above was that the day before or after a statutory holiday should be treated no differently from any other normal working day in so far as "lates" were concerned and that to do otherwise was to penalize the employee for his lateness in addition to his loss of time. The Union cited a number of cases where employees had lost their statutory holiday pay on account of the enforcement by the Company of the above-mentioned policy. For instance there were at least two cases where a statutory holiday fell on a

Monday. The employee was late starting to work on Friday beyond the half hour period and although the employee worked on Saturday morning, he lost his pay for the Monday by reason of his Friday's lateness.

Evidence was submitted by the Union that in the negotiations leading up to the agreement the word "full" authorized shift was changed to "regular" authorized shift. It appeared, therefore, to the Board that it was not the intention of the parties to insist upon a full shift of 540 minutes. Reference was also made in the Company's submission to a statement made by Mr. McRae, Works Manager of the Company, during negotiations, that in the matter of normal "lates" of five, ten or fifteen minutes duration the Company would not deprive an employee of his pay for the statutory holiday. It is admitted that the provision in question was intended to prevent the extension of a statutory holiday by an employee leaving early on the day before or coming in late on the day after.

It should be here pointed out that in the letter from Mr. Corkery, Vice-President of the Company, to the Union dated December 10, 1947, under this head he states "that if an employee's 'lates' do not exceed a total of thirty minutes on each one of the working days immediately preceding or succeeding statutory holidays, etc." The Company's brief also refers to the "total lateness". This could only mean the combined lateness at the beginning of the shift and after the lunch hour. The Board fails to understand how the total lateness on the day before or the day after has any bearing upon the principle sought to be established, other than contributing to administrative simplicity in payroll matters.

The Board is of the opinion that the clause as drawn leaves room for varying interpretation and certainly can be improved upon in its wording to give a clearer expression of the intention of the parties with respect to this matter. The Board suggests that the matter should be clarified at the time of entering into any new agreement. This Board's duty, however, is merely to interpret the words used by the parties in this clause.

The Board, therefore, finds that the correct interpretation and application of the words "and his or her regular authorized shift upon the working day next preceding such holiday and also his or her regular authorized shift upon the first working day succeeding such holiday" is that such days

be treated no differently with regard to "lates" than any other normal working day.

VERIFIED ILLNESS

In Article 11 above it will be found that an employee who had worked during the week preceding a statutory holiday but is absent on the days before or after a holiday due to "verified illness" will be entitled to his or her day's pay.

The position of the Company is stated in Mr. Corkery's letter of the 10th of December where he states, "that the Company is prepared to consider an illness verified when it is substantiated by—

- (1) certificate of the Doctor in attendance;
- (2) a record from the plant nurse;
- (3) other evidence considered satisfactory to the Company.

Where illness is substantiated by (1) a certificate of a Doctor or (2) a record from the plant nurse, there will be no question about the verification of the illness. When illness is contracted off the job and no doctor is in attendance, the employee may verify his illness for the purpose of this Article by having the Company notified as soon as possible, preferably during the regular authorized shift during which the employee is absent. The Company reserves the right to further investigate the matter when verification has not been established to its satisfaction. If it is found that an employee has intentionally misled the Company, then the employee shall be subject to discipline of a minimum of a week's lay-off and on repetition of the offence to discharge."

In the Company's brief presented to the Board, it is stated that the Company is prepared to remove from the employee the responsibility of verifying his own illness under the conditions specified in Mr. Corkery's letter of December 10 and for administration purposes consider an employee's illness verified on the confirmation of any third party agreed upon by both parties to be a responsible individual for such purpose. The Union contends that ordinarily acceptable statements as to illness should suffice on the day after and before a holiday. The Board is of the opinion that the condition for payment for the statutory holiday on account of illness has been satisfied when the employee

states that he has been ill on the days in question and that statement is in fact true.

WRITTEN PERMISSION

In Article 11 mentioned above the following sentence appears: "however, payment for the holiday will be made if the employee worked during the week but is absent on the above days due to verified illness, death in the immediate family, jury duty, or if he has been sent home during the week in which the holiday occurs for lack of work, or if he has obtained prior written permission from the management to be absent".

The Board finds that prior written permission from the management to be absent on the day before or after a holiday is only necessary where an employee wishes to be absent for reasons other than those mentioned in the above quoted sentence. Whether or not any particular request for permission to be absent is reasonable is a matter for the Company management to say and to work out administratively.

CALL IN PAY

Article 14 (2) provides that employees who are called in outside of the regular working schedule of hours will be paid at their overtime rate and will receive not less than the equivalent of three hours pay at their straight time rate. The Union's contention is that in addition to employees who have left the plant and are subsequently called in for duty to which the above clause quite obviously applies, there are many cases in which an employee is warned in the afternoon to work overtime in the evening and in such cases the employee has to go home for his evening meal at inconvenience and expense and might possibly disrupt his arrangements for his evening and that in such cases he is in the same position as those called in to work. The Company takes the position that this clause does not cover overtime work about which an employee is warned and refers to provisions of Article 6 (3) and Article 7 which specifically deal with overtime. It should be observed that the Union claims there have been a number of cases since the 30th of June, 1947, in which the overtime as suggested by them has not been paid. It should also be noted, however, that if this

is so, no grievance in connection with this has been laid before the management. One would have thought that, if the Union were of the opinion that the interpretation that they now seek to have made of this clause were the correct one, the grievances would have been processed long before now.

The Board is of the opinion and so finds that Article 14 (2) relates only to those who have left from work and are subsequently called in outside of their regular working hours.

DISTRIBUTION OF PAY CHEQUES

A memorandum entered into between the parties on the 27th of June, 1947, prior to the agreement contains the following clause: "The Regular distribution of weekly pay cheques will be made during working hours". A question arose at the time the Company took inventory on the 9th of September when there was a partial shut down of the plant for this purpose and at the time of the shut down a pay intervened which the employees who were not working were able to obtain at the plant if they so chose.

The Board is of the opinion and so finds that "working hours" does not mean the working hours of any particular employee or group of employees but is restricted in its meaning to oblige payment to be made during regular shift hours. The employees who were off work at the time of the inventory taking were in no different position than a group of employees who might have been laid off due to lack of material or similar causes.

The Board finds that the Company has complied with the above clause. No doubt on a future occasion special or better

arrangements might be worked at inventory taking time.

All of which is respectfully submitted.

(Sgd.) J. D. McNISH,
Chairman.

E. N. DAVIS.

CLEVE KIDD.

19th March, 1948.

Unlicensed Seamen, Halifax, N.S.

In mid-February, 1948, the Department of Labour was informed that a stalemate had been reached in connection with negotiations between the Western Union Telegraph Company and the Canadian Seamen's Union concerning the renewal of a collective agreement covering unlicensed employees of the cable ships *Lord Kelvin* and *Cyrus Field*, which are operated out of Halifax. Following consultation with the parties, an Industrial Relations Officer was assigned to the case upon the understanding that this action would not prejudice the Company's legal position, which was that there was doubt as to whether the employees of the ships came under Canadian labour legislation for the reason that the vessels operate under British Board of Trade Articles of Agreement with their crews, and are considered to be foreign-going.

During March, in conferences extending over a period of six days, the Departmental officer was successful in securing a settlement of the dispute and a new collective agreement was signed on March 9. The principal features of the new agreement were an increase in wages of \$20 per month, an increase of 10 cents per hour in overtime rates, a 40-hour work week in port, and an increase in vacation with pay from one to two weeks. There were 106 employees affected.

COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

Recent Collective Agreements

A file of collective agreements is maintained in the Research and Statistics Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

An unusual union security provision occurs in the agreement for printing pressmen at Toronto. The single agreement embraces establishments with union

shop and open shop conditions. For those establishments in which all are union members there is preferential union hiring and compulsory membership for new employees; for those establishments in which the majority but not all are union members there is preferential union hiring without compulsory membership for new employees; for those establishments in which the majority are not union members, the employers agree to give consideration to applicants suggested by the union.

Manufacturing: Animal Foods

CHARLOTTETOWN, P.E.I., MONTREAL AND HULL, P.Q., PETERBOROUGH AND TORONTO, ONT., ST. BONIFACE (WINNIPEG), MAN., EDMONTON, ALTA., AND VANCOUVER, B.C.—CANADA PACKERS LIMITED AND UNITED PACKINGHOUSE WORKERS OF AMERICA (LOCALS 282, 357, 314, 210, 114, 216, 243, AND 162 RESPECTIVELY).

Agreement following strike (L.G., Nov., 1947, p. 1733) to be in effect from December 22, 1947, to August 1, 1948, and thereafter from year to year subject to 2 months' notice. This agreement is similar to the one previously in effect in the above cities not including Charlottetown, P.E.I. and summarized in the LABOUR GAZETTE, December, 1946, p. 1770 with the following changes—

Maintenance of union membership: the escape period is omitted.

Hours of work reduced from 45 to 44 per week (Hull and Montreal reduced from 48 to 46 per week). The guaranteed minimum work week is also reduced from 37½ to 36½ hours (at Hull and Montreal from 40 to 38 hours).

Wages: the company agrees to increase wage rates presently in effect in the several plants of the company by the following amount less 7 cents per hour, which has already been paid and forms part of the increases—at Toronto and Vancouver plants 10 cents per hour, at Winnipeg and Edmonton plants 11½ to 12½ cents per hour, at Montreal and Hull plants 13 cents per hour, at Peterborough plant 14 cents per hour and at Charlottetown plant 15 cents per hour. These increases are retroactive to August 1, 1947. Weekly paid employees of the bargaining unit shall receive an equivalent increase.

Manufacturing: Textiles and Clothing

MONTREAL, P.Q.—FASHION ACCESSORIES MANUFACTURERS ASSOCIATION, INC. AND INTERNATIONAL LADIES GARMENT WORKERS UNION (THE EMBROIDERY, PLEATERS, STITCHERS AND BUTTON MAKERS' LOCAL 315).

This agreement applies to the industry producing embroidery, pleating, stitching, button making, etc., and is to be in effect from August 1, 1947, to July 31, 1949. Employers agree to employ only union members in good standing, and to secure any additional help through the union if available; any others employed during busy

season to be considered temporary help and retained only during the emergency period. The latter must register with the union after one week's employment, and must become members of the union after one month's employment.

Hours of work: 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for overtime work which is limited to 2 hours per day and 8 per week to be performed between 5 and 7 p.m. Monday through Thursday. No overtime work is permitted after 7 p.m., or on Friday, or on 6 specified holidays, 2 of which are paid holidays.

Rest period: a 15-minute rest period without a pay deduction shall be granted each employee at 3 p.m. of each working day.

Vacation: commencing August 1, 1947, each employer, member of the Association, shall pay 2½ per cent of his payroll for his union employees into a vacation with pay fund out of which employees, members in good standing of the union, shall be paid one week's vacation with pay for the vacation period of 1948 and 1949, under such terms and conditions as shall be mutually agreed upon between the parties. The vacation period shall be the first week in July.

Health Fund: each employer agrees that he shall continue to pay one per cent of the weekly payroll of his employees, members of the union, into a fund which shall be devoted to the payment of health and sick benefits to employees, members of the union, under the terms and conditions mutually agreed upon between the parties to the agreement.

Division of work: in slack times available work to be divided as equally as possible among all employees.

Home work is prohibited.

Hourly wage rates: piece work is prohibited. Effective from August 4, 1947, union employees under the agreement receive hourly increases of from 2½ to 10 cents bringing the minimum hourly rates to the following: bonnaz operators \$1.25, pleaters and pattern makers 72 cents, special machine operators, stampers 60 cents, crochet beaders 52 cents, hand embroidery workers, floor help, covered button and buckle makers 50 cents, pleaters' assistants 45 cents, bonnaz apprentices first 6 months 32½ cents, second 6 months 38½ cents, third 6 months 49 cents, fourth 6 months 55 cents, fifth 6 months 60 cents, sixth 6 months 69 cents, seventh 6 months 77 cents, eighth 6 months 85 cents; Bonnaz operators' scale after 4 years if competent.

Provision is made for apprenticeship regulations and grievance procedure.

Manufacturing: Printing and Publishing

MONTREAL, P.Q., OTTAWA, TORONTO, HAMILTON AND LONDON, ONT.—CANADIAN LITHOGRAPHERS' ASSOCIATION AND AMALGAMATED LITHOGRAPHERS OF AMERICA, LOCALS 27, 40, 12, 42 AND 47 RESPECTIVELY.

Agreement to be in effect from January 1, 1948, to December 31, 1948, and thereafter from year to year subject to notice.

No employee or employer is to be discriminated against in any way for being a member or a non-member of the union or the Canadian Lithographers' Association. Preference in employment to those who have previous experience or training according to the standards generally recognized in the lithographing industry will be encouraged.

Hours of work: 8 per day, 5 shifts per week, a 40-hour week. *Overtime* may be worked when necessary and will be paid for at time and one-half for the first 3 hours of overtime worked in each day and at the rate of double time thereafter and for all work on Saturdays and Sundays, except when regularly scheduled hours for night shifts include Saturday work. *Paid holidays:* on 8 specified holidays double time will be paid for any work performed plus plant holiday allowance where applicable. During 1948 all plant holidays will be observed by paying employees at regular wage rates for any time lost by the observance of such plant holidays.

Vacations: each employee who has completed one year of continuous service shall receive 2 full weeks' vacation with pay between May 1 and September 30.

Minimum hourly wage rates: (no piece work shall be done in any shop). Art department—artists (reproducers only) commercial, general, letterers and engravers \$1.58, engravers and letterers on drug label work \$1.22, poster (crayon) \$1.69, poster (letterers) \$1.42, process (colour correctors) \$1.82; Camera department—camera operators (line work) \$1.14, camera operators (half-tone and colour separation) \$1.58, projection machine operators \$1.58; Plate making department—commercial transferers \$1.42, colour transferers, provers, photo compositograph and step and repeat operators, vacuum frame and contact negative operators, negative assemblers and layouters, opaquers and strippers \$1.58, stone polishers \$1.10; Plate Grainers (up to plate size 44 x 64) operating a single plate machine \$1.10, operating 2 single or one double plate machine \$1.27, operating triple plate machine \$1.45; Press department—multiplying machine operator first year \$1.01, thereafter \$1.16; journeymen pressmen \$1.16 to \$2.17 according to size and type of presses and whether one or more colours, press feeders and feeder operators from 75 to 84 cents during first year, from 83 cents to \$1.01 during second year, and from 91 cents to \$1.19 thereafter; on 4-colour sheet fed presses 36 x 48 or over first feeder operator \$1.35, second feeder operator \$1.24; Lithographic press helpers first 6 months 56 cents, second 6 months 61 cents, thereafter 67 cents. For new employees engaged as apprentices, minimum starting rate is 56 cents with an increase every 6 months; in departments other than press, this increase is one-tenth of difference between appropriate journeyman rate and the starting rate. In press department, an apprentice must serve as feeder before taking charge of a press; his apprenticeship starts when he takes charge of a press and wage rate is then increased by $\frac{1}{3}$ of difference between his feeder's rate and journeyman rate for that press, with equal increases each six months.

Night shift premium: when more than one shift is operated, only one of these shifts shall be deemed to be the day shift, the others are night shifts and all employees working on night shifts are to be paid at a rate 15 per cent higher than the day rate and the overtime rate for the night shift is to be computed on the 15 per cent higher rate.

Cost of living wage adjustment: should there be a rise in the official cost-of-living index beyond the base of 150 points or a fall to the base of 150 points, then for each 5 points rise or fall there shall be an automatic weekly wage adjustment of \$2 increase or decrease.

Apprentices: ratio of apprentices to journeymen is fixed, in no case more than one apprentice in any department with less than 7 journeymen. Apprenticeship period is 5 years except press room which is 4 years.

TORONTO, ONT.—THE TORONTO GRAPHIC ARTS ASSOCIATION, THE MASTER PRINTERS AND BOOKBINDERS ASSOCIATION OF TORONTO AND THE INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION, LOCAL 10.

Agreement following strike (L.G., March, p. 260) to be in effect from January 20, 1948, to October 31, 1948, and thereafter from year to year subject to notice. The employers acknowledge that the union is the agency through which journeymen pressmen, apprentice pressmen, press assistants and apprentices are to bargain collectively with the employers in the industry.

Maintenance of membership: employees in the pressroom who are journeymen, pressmen, apprentice pressmen, press assistants or apprentices who are now, or who may hereafter elect to become voluntary members of the union in good standing shall continue to be members of the union in good standing during the life of the agreement.

Preferential hiring: in those press rooms where all of the journeymen pressmen, apprentice pressmen, press assistants and apprentices are now members of the union in good standing, the employer when engaging new help will call upon the union to supply him with satisfactory help and if the union does not supply satisfactory help within 3 working days the employer may engage new help from any other source, but such new employees will be required to become members of the union within 30 days after employment, and to remain in good standing with the union for the duration of the agreement. In those press rooms where the majority of the group composed of journeymen pressmen, apprentice pressmen, press assistants and apprentices are now members of the union in good standing, the employer in engaging new help will give preference to qualified employees who are suggested by the union. In those press rooms where the majority of the group composed of journeymen pressmen, apprentice pressmen, press assistants and apprentices are not members of the union in good standing, the employer will give consideration to any satisfactory employee suggested by the

union. In all cases all employees of the press room will co-operate and work with such new employees. The union undertakes that every employee will be allowed to join the union in the classification for which his work qualifies him on payment of regular initiation fee and regular union dues.

Hours of work: the regular work hours for all employees in the Pressroom shall be 40 per week on both day and night shifts, made up of 5 days or nights of 8 hours, Monday to Friday inclusive. Employees shall not be required to accept less than 8 hours' work on any week day or shift except where a short shift has been arranged or except in case of emergency or uncontrollable conditions. Extra help will not be employed for less than 4 hours and unless they are provided with at least 8 hours of work they shall be paid at the overtime rate. Time worked over the regular daily hours shall be at overtime rates.

Paid holidays: eight specified days shall be observed as plant holidays and will be paid holidays for employees working the full working day immediately before and after the holiday.

Overtime rates: time and one-half for the first 3 hours, and double time thereafter on each shift and for all work on Sundays and plant holidays.

Vacation: one week with pay for all employees covered by the agreement with one year's service with the company, 2 weeks with pay for all employees with 5 years' service with the company. All employees with less than one year's service shall

receive 2 per cent of their total earnings. There shall be an amount equivalent to 2 per cent of each employee's pay set aside on a cumulative basis for vacation pay. In the event that the employee leaves the service of the company before the vacation period becomes operative, such accumulated sum shall be paid the employee in lieu of vacation not taken.

Hourly wage rates: retroactive to October 1, 1947, and effective for the duration of the agreement—rotary pressmen \$1.35 to \$1.48, press assistants \$1.10, first pressmen \$1.48 to \$1.64, second pressmen \$1.35 to \$1.43; on Claybourne presses—first pressmen \$1.65, second pressmen \$1.35; on Rotogravure presses—pressmen \$1.50, press assistants \$1.20; job pressmen \$1.32, cylinder pressmen \$1.35, press assistants (feeder) \$1.10, two-colour cylinder pressmen \$1.40. Rate for apprentices during first 6 months is 39 per cent of journeyman pressman's rate, during second 6 months 43 per cent and so on to 73 per cent during eighth 6 months, beginning fifth year assistant pressman's scale. Rate for apprentice pressmen (when appointed as such) during first 6 months is 83 per cent of the journeyman pressman's rate, second 6 months 84 per cent and so on to 93 per cent during eighth 6 months, beginning fifth year pressman's scale. Night shift workers shall receive a premium of 15 per cent over the day rate and where 3 shifts are worked, 2 of them shall be considered night work. Provision is made for *seniority rights, ratio of apprentices, etc.* and *grievance procedure.*

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of 9 new agreements, the correction of 2 of them and the amendment of 10 other agreements. These include the amendment of the agreements for barbers and hairdressers at Three Rivers and for the furniture industry for the province and the extension of new agreements for retail stores at Megantic, iron oxide miners at

Red Mill and clockmakers in the counties of Drummond, Arthabaska, Richmond, Nicolet and Bagot in the *Quebec Official Gazette* of February 21, the amendment of the agreements for barbers and hairdressers at Hull, hospital and charitable institution employees at St. Hyacinthe, garages and service stations at Montreal and the furniture industry for the province and the correction of the agreements for retail stores at Megantic and for iron oxide miners at Red Mill in the issue of March 6, the amendment of the agreements for the uncorrugated paper box industry for the province and for truck drivers in Montreal and the extension of a new agreement for funeral undertakers at Montreal in the issue of March 13. All the others are summarized below.

Requests for the amendment of the agreements for building trades at St. Jérôme and at Joliette were gazetted February 21. Requests for a new agreement for lithographers in the province and for the amendment of the agreements for retail stores at Quebec, for the ladies' cloak and suit industry for the province and for garages and service stations at

* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE* January, 1943, p. 86. Proceedings under this act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Quebec were published February 28. A request for the amendment of the agreement governing barbers and hairdressers at St. Johns and Iberville was gazetted March 6. Requests for the amendment of the agreements for garages and service stations at Sherbrooke, for building trades at Quebec and at Hull and for barbers and hairdressers at St. Hyacinthe were all published March 13. Requests for new agreements for building trades at St. Jérôme, for municipal employees (outside services) at Quebec, for building trades in the counties of Drummond, Arthabaska, Nicolet and Yamaska for the sheet metal manufacturing industry at Montreal and requests for the amendment of the agreements for barbers and hairdressers at Valleyfield and at Sherbrooke were published March 20.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Manufacturing: Fur and Leather Products

FINE GLOVE INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated February 26, and gazetted March 6, makes obligatory the terms of a new agreement between Canadian Glove Manufacturers Association and "La Fédération nationale des Gantiers". Agreement to be in effect from March 6, 1948, to December 31, 1948, and thereafter from year to year, subject to notice. Territorial jurisdiction comprises the entire Province of Quebec as follows: part I (cutting operations) is divided into 2 zones, zone I the cities and towns with a population of 15,000 or more, zone II the cities and towns having less than 15,000; part II (stitching, examining and blocking) is divided into 3 zones, zone I all the province with the exception of zones II and III, zone II the cities of Quebec and Three Rivers, zone III the cities and towns with a population of less than 15,000. In cities and towns with a population of less than 15,000, minimum wage rates are 10 per cent lower than in zone I.

Hours: 48 per week instead of 49, as previously worked.

Overtime: for male employees 47 cents per hour in excess of the regular rates (less 10 per cent for employees performing cutting operations in cities and towns with a population of less than 15,000); for female employees 22 cents per hour in excess of the regular rates (less 10 per cent for employees engaged in stitching, examining and blocking in cities and towns with a population of less than 15,000).

Minimum wage rates: all rates are piece rates except for sewing fur back gloves for which the rates are 55 cents per hour in zone I and 49½ cents in zone II; sewing auto gauntlets, all repairs made by operators not responsible for these repairs, all

special work and sewing of a special pair of gloves 55 cents in zones I and II; helpers 29 cents per hour in zones I and II; apprentice table cutters from \$10 per week during first 6 months to \$21 during fourth 6 months; apprentice operators \$13 per week during first 6 months and \$16 in second 6 months in zones I and II.

Vacation: one week with pay annually to all employees equivalent to 2 per cent of total earnings during previous year; employees with 4 years' continuous service receive vacation pay equivalent to 3 per cent of total earnings for the preceding year.

Provision is made for apprenticeship regulations.

WORK GLOVE INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated February 26, and gazetted March 6, makes obligatory the terms of a new agreement between Canadian Glove Manufacturers Association and "La Fédération nationale des Gantiers". Agreement to be in effect from March 6, 1948, to December 31, 1948, and thereafter from year to year, subject to notice. Territorial jurisdiction covers the whole Province of Quebec. However, the minimum wage rates, as well as the overtime rates, are reduced by 10 per cent in cities, towns and municipalities with a population of 15,000 or less.

Hours: 48 per week, as formerly.

Overtime: for male employees 47 cents per hour in excess of the regular rates; for female employees 22 cents per hour in excess of the regular rates.

Minimum wage rates: all rates are piece rates except for cutting with an open die, cutting linings if done by an experienced work glove cutter, cutting fur or shearing, as well as any knife cutting of work gloves or mitts which shall be paid at 90 cents per hour; female employees doing examining, repairing of gloves and mitts, stamping, setting fasteners, tying bundles and wrapping from 35 cents per hour during first 6 months to 50 cents in fourth and fifth 6 months (male employees having more than 3 years' experience doing such operations 75 cents per hour); apprentice cutters and apprentice operators \$13 per week in first 6 months and \$16 in second 6 months.

Vacation: all employees are entitled each year to one week with pay equivalent to 2 per cent of total earnings during preceding year; employees with 4 years' continuous service are entitled to vacation pay equivalent to 3 per cent of previous year's total earnings.

Provision is made for apprenticeship regulations.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL.

An Order in Council, dated February 26, and gazetted March 6, amends the previous Orders in Council for this industry (L.G., Sept., 1946, p. 1250, Dec., p. 1772; March, 1947, p. 369, April, p. 543, Dec., p. 1803). The new ranges of minimum wage rates for day work are shown in the accompanying table.

**MINIMUM HOURLY WAGE RATES (DAY WORK) FOR JOB PRINTING TRADES,
MONTREAL ISLAND AND WITHIN 100 MILES OF IT IN THE PROVINCE OF QUEBEC**

	ZONE I		ZONE II		ZONE III	
	1948	1949	1948	1949	1948	1949
	\$	\$	\$	\$	\$	\$
COMPOSING ROOM						
Journeyman compositor, journeyman machine keyboard operator, proofreader, casterman.....	1-10	1-13	.96	.99	.92	.95
Caster runner.....	.39-.58	.40-.60	.34-.51	.35-.53	.33-.49	.34-.51
PRESS ROOM						
Journeyman pressman.....	.91-1.16	.94-1.20	.80-1.01	.82-1.04	.76-.97	.78-1.00
Assistant pressman or feeder.....	.70-.91	.72-.94	.61-.80	.63-.82	.59-.76	.61-.78
FINISHING DEPARTMENT						
Journeymen bookbinder and operators on machines.....	1-10	1-13	.96	.99	.92	.95
Paper trimmers and choppers.....	.74	.76	.65	.67	.62	.64
ALL DEPARTMENTS						
Apprentices (male).....	.39-1.01	.40-1.04	.34-.88	.35-.90	.33-.85	.34-.87
Helper (male) unskilled.....	.39-.45	.40-.47	.34-.39	.35-.40	.33-.38	.34-.39
Apprentices (female).....	.35-.55	.36-.57	.31-.48	.32-.50	.29-.46	.30-.48
Female help (and males when replacing females) on hand operations; feeding ruling, folding and stamping machines; operating stitching machines, sewing machines, numbering machines, etc.....	.55	.57	.48	.50	.46	.48

Manufacturing: Miscellaneous Wood Products

SASH AND DOOR INDUSTRY, QUEBEC.

An Order in Council, dated March 11, and gazetted March 20, makes obligatory the terms of a new agreement between "L'Association des Constructeurs de Québec, inc." and "Le Conseil de Métiers de la Construction des Syndicats nationaux catholiques de Québec inc." Agreement to be in effect from March 20, 1948, to January 1, 1949, and thereafter from year to year, subject to notice. Territorial jurisdiction comprises the city of Quebec, the counties of Levis, Dorchester and Beauce, as well as certain municipalities of the counties of Quebec and Montmorency, and is divided into 2 zones, as follows: zone I, the cities of Quebec, Levis, Sillery, the towns of Lauzon, Château d'Eau, Quebec West, Beauport, Courville, Val St-Michel and certain specified municipalities; zone II, the territory not comprised in zone I.

Hours: 9 per day, 5 on Saturday, a 50-hour week in zone I; 10 per day, 5 on Saturday, 55 hours per week in zone II.

Overtime is payable at time and one-half. In zone I double time is paid for work on Sundays and specified holidays, while in zone II time and one-half is paid.

Minimum hourly wage rates in zone I: joining shop foremen 95 cents per hour; shop joiners, class A 85 cents; bench joiner in the shop 80 cents; machine joiner in

the shop, woodworking mill foreman 75 cents; shop joiner (junior journeyman, one year) 68 cents; stationary enginemen (maximum of 72 hours per week), shipper and receiving clerk 65 cents; machinist 73 cents; machine operator (first 6 months) 60 cents (after 6 months) 65 cents; machine operator's helper (under 19 years of age) 40 cents; (19 years and older) 60 cents; lumber yard foreman 70 cents; labourer, carter 60 cents; tractor operator, truck driver 63 cents; watchman 40 cents; watchman also employed as fireman and required to hold a 4th class certificate 45 cents; apprentice bench and machine joiners in the shop from 30 cents per hour in first year to 50 cents in third year; apprentice machinists from 30 cents in first year to 55 cents in third year.

Minimum hourly wage rates in zone II: bench joiner, 20 per cent class A 67 cents per hour, 30 per cent class B 62 cents, 30 per cent class C 55 cents, 20 per cent class D 50 cents; sprayman 55 cents; machinist, class A 65 cents, class B 60 cents; wood-working machine operators (stickers, shapers, tenon machines) class A 60 cents; boiler fireman, ordinary machine operator, class B 55 cents; night watchman 45 cents; labourers, 50 per cent class A 50 cents, 50 per cent class B 45 cents; apprentices from 35 cents per hour in first and second months to 50 cents in fifth and sixth months, after which they are promoted to the joiners' class C at 55 cents per hour.

Vacation: one week with pay after one year's service.

Manufacturing: Metal Products

ORNAMENTAL IRON AND BRONZE WORKERS, MONTREAL.

An Order in Council, dated March 4, and gazetted March 13, makes obligatory the terms of a new agreement between The Builders' Exchange Inc., representing certain companies engaged in the ornamental iron and bronze industry and the United Steel Workers of America, Local 2366. Agreement to be in effect from March 13, 1948, to March 12, 1949, and thereafter from year to year, subject to notice. Territorial jurisdiction comprises the Island of Montreal, Ile Bizard, the counties of l'Assomption, Terrebonne, Laval, Deux-Montagnes, Argen-teuil, Soulanges, Vaudreuil, Beauharnois, Châteauguay, Laprairie, Chambly, St. Jean and Iberville. The agreement is administered by the Building Materials Joint Committee.

Hours: 44 per week, as in former agreement.

Overtime is payable at time and one-half, double time for work on Sundays and 7 specified holidays, 2 of which are paid holidays. Night shift employees receive a premium of 10 per cent in excess of the day rates. Employees called to work shall be paid a minimum of 4 hours at prevailing rates for each time called.

Minimum wage rates are increased by 10 cents per hour over the rates which became effective January 18, 1947, making the new wage scale as follows: mechanics and erectors \$1.10 per hour, fitters and blacksmiths 98 cents, helpers (shop or field), 85 cents.

Vacation: one week with pay after one year's service; one-half day for each full month of service to those employed less than one year.

Provision is made for apprenticeship regulations and for board, room and travelling expenses for out of town work.

Construction

PLUMBERS, THREE RIVERS.

An Order in Council, dated March 11 and gazetted March 20, makes obligatory the terms of a new agreement between "L'Association des Entrepreneurs de Plomberie de la cité et district des Trois-Rivières" and "L'Union nationale catholique des Plombiers inc., des Trois-Rivières." Agreement to be in effect from March 20, 1948, to December 31, 1948, and thereafter from year to year, subject to notice. Territorial jurisdiction comprises the counties of Maskinongé, St. Maurice, Laviolette, Champlain and Three Rivers.

Hours: 8 per day, 4 on Saturday, a 44-hour week, as previously.

Overtime: 2 additional hours may be worked on the first 5 days of the week and one additional hour on Saturday at the regular rate, provided not more than 55 hours are worked per week. All other overtime and all work on feast days shall be remunerated at time and one-half, with double time for Sundays.

Minimum hourly wage rates: contractor (personal services) \$1.60 per hour, foreman \$1.15, senior-journeyman \$1.05, junior-journeyman 90 cents, apprentices from 40 cents per hour during first year to 70 cents in fourth year, labourers 70 cents.

Vacation: one week with pay after one year's service.

Provision is made for travelling and boarding expenses of employees working out of town.

BUILDING TRADES, ST. HYACINTHE.

An Order in Council, dated February 12, and gazetted February 21, amends the previous Orders in Council for this industry (L.G., Aug., 1946, p. 1094, Oct., p. 1446, Nov., p. 1585; July, 1947, p. 1002, Sept., p. 1308, and previous issues) by providing for a general increase of 5 cents per hour over the rates paid from May 24, 1947, in all trades except the structural steel industry, steam generator mechanic and boiler-maker trades and maintenance men whose rates remain unchanged.

Trade

DAIRY EMPLOYEES, QUEBEC.

An Order in Council, dated March 4, and gazetted March 13, amends the previous Orders in Council for this industry (L.G., March, 1946, p. 317; June, 1947, p. 826, and previous issues).

Hours remain the same, 62 per week on the delivery and 54 per week for the other employees.

Overtime work performed on holidays is payable at double time.

Minimum wage rates are increased in most cases by \$3 per week over the rates paid from May 3, 1947, making the new wage scale as follows: foreman, tester and foreman \$38 per week; tester only (not foreman), shipper \$31; production worker \$30; ice cream salesman, delivery man \$28, helper \$18; service man, category A \$30, category B \$26, category C \$23, category D 40 cents per hour; salesman on milk delivery \$19 per week plus 3 per cent commission on any sale excepting butter and cream; supernumerary employee 65 cents per hour.

Vacation: for employees with 12 months' service, one week with pay annually equivalent to 2 per cent of the gross wages earned during the previous 12 months.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During February

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

During the month of February the Department of Labour prepared 48 fair wages schedules for inclusion in building

and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 26 construction contracts were awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other bona fide interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contracts from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation".

(2) *Contracts for the Manufacture of Supplies and Equipment*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation.. . . .	4,985	\$4,693,865.00
Post Office.. . . .	14	65,885.60

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING FEBRUARY

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Canadian Commercial Corporation				
Greenwood, N.S.	Conversion of Buildings No. 33 and 41 to married quarters.	Rodney Contractors Ltd., Yarmouth, N.S.	\$ 107,302 40	Sept. 8, 1947
Mount Uniacke, N.S.	R.C.A.F. Station. Installation of forced circulating hot water heating systems.	Murphy & Wharton Ltd., Halifax, N.S.	4,740 00	Oct. 27, 1947
Valcartier, P.Q.	R.C.A.F. Station. Additional construction at the Canadian Armament Research and Development Establishment.	Frs. Jobin, Inc., Quebec, P.Q.	263,759 00	July 21, 1947
Edmonton, Alta.	Alterations of Buildings 5 and 37 to married quarters. N.W.A.C. Headquarters.	Axel Johnson, Edmonton, Alta.	27,722 00	Sept. 25, 1947
Central Mortgage and Housing Corporation				
Penticton, B.C.	Installation of sewage system.	Interior Contracting Co. Ltd., Penticton, B.C.	51,309 05	Dec. 18, 1947
Penticton, B.C.	Construction of houses (extension of contract).	Okanagan Construction Co., Penticton, B.C.	272,500 00	July 10, 1947
Vancouver, B.C.	Construction of houses.	Orr & Walach Ltd., Vancouver, B.C.	202,500 00	Feb. 19, 1948
Vernon, B.C.	Construction of houses and underground services.	Commonwealth Construction Co., Ltd., Vancouver, B.C.	600,000 00	Dec. 5, 1947
Public Works				
West St. John, N.B.	Construction of an Immigration and Customs Building.	E. G. M. Cape & Co., Montreal, P.Q.	1,179,414 00	Nov. 13, 1947
Sydney, Mines, N.S.	Repair and painting at Public Building.	M. R. Chappell, Sydney Mines, N.S.	10,912 00	June 23, 1947
New Glasgow, N.S.	Wharf repairs.	R. Douglas, New Glasgow, N.S.	62,157 75	Jan. 6, 1948
Sydney, N.S.	Repairs of fire damage at Administration Building, Old Naval Base.	J. W. Stephens Ltd., Sydney, N.S.	9,823 00	Feb. 10, 1948
Blackpool, P.Q.	Construction of a Customs and Immigration Building and site development.	J. J. Shea & Co. Ltd., Montreal, P.Q.	399,900 00	Aug. 15, 1947
Armstrong, P.Q.	Construction of Customs and Immigration Highway Office Building.	Joseph Houle, St. Victor, P.Q.	90,200 00	Sept. 8, 1947
Buckingham, P.Q.	Repairs, painting, decorating and roofing at Public Building.	Henry Dagenais, Ottawa, Ont.	12,950 00	Oct. 30, 1947
Ottawa, Ont.	Repairs to Edwards property, Sussex Street.	James More & Sons Ltd., Ottawa, Ont.	15,500 00	Nov. 21, 1947
Ottawa, Ont.	Construction to annex to chemistry building—Central Experimental Farm.	J. E. Copeland, Ottawa, Ont.	3,500 00	Dec. 29, 1947
Ottawa, Ont.	Construction of a storage vault at No. 8 Temporary Building.	J. E. Copeland, Ottawa, Ont.	11,000 00	Feb. 10, 1948
Vancouver, B.C.	Alterations and additions for Out-Patients Clinic and Laboratories at Shaughnessy Hospital.	George D. McLean & Associates Ltd., Vancouver, B.C.	51,877 00	Dec. 4, 1947
Duncan, B.C.	Alterations and additions to Public Building.	Garner Brothers, Ltd., Duncan, B.C.	23,543 37	Jan. 26, 1948
Shoal Bay, B.C.	Wharf repairs.	Pacific Pile Driving Co., Ltd., Victoria, B.C.	7,475 00	Dec. 8, 1947
Deguen's Bay, B.C.	Wharf reconstruction.	Pacific Pile Driving Co., Ltd., Victoria, B.C.	17,319 00	Dec. 13, 1947
Victoria, B.C.	Alterations in basement of Veterans Hospital.	L. G. Scott, Victoria, B.C.	10,167 00	Jan. 24, 1948
Nanaimo, B.C.	Dredging.	Nanaimo Towing Co. Ltd., Nanaimo, B.C.	12,800 00	"
*The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.				
Department of Transport				
Dorval, P.Q.	Construction of a power house at Montreal Airport.	The Tower Co. Ltd., Montreal, P.Q.	18,970 80	Oct. 27, 1947
Lethbridge, Alta.	Construction of a power house at Lethbridge Airport.	Bird Construction Co. Ltd., Lethbridge, Alta.	21,461 50	Oct. 28, 1947

LABOUR LAW

Recent Regulations Under Dominion and Provincial Legislation

Recent amendments in Dominion regulations bring stevedores within the Unemployment Insurance Act and make administrative changes in the scheme whereby the Dominion Government assumes the cost of compensation for industrial accidents to veterans receiving a military disability pension.

The first New Brunswick Minimum Wage Order to apply throughout the Province fixes minimum rates for women in hotels and restaurants. In British Columbia and Manitoba new occupational diseases have been brought within the Workmen's Compensation Acts. The maximum weekly unemployment relief allowance in Ontario for food other than milk has been raised. New minimum rates are set for certain seasonal work in Quebec.

DOMINION

Unemployment Insurance Act

By Order in Council, P.C. 587, of February 24, 1948, gazetted March 10, that part of the Act which is concerned with the application of unemployment insurance to those eligible is to be extended from February 9 to all persons employed in stevedoring.

Workmen's Compensation For Handicapped Veterans

Certain administrative changes have been made in the regulations under which the Government of Canada assumed the cost of compensation in the case of an industrial accident to a war veteran who is in receipt of at least a 25 per cent war disability pension. This policy was adopted after the First World War to encourage the employment of ex-service men. It is now to be administered by the Department of Veterans Affairs and expenditures under the regulations will be paid from funds provided by Parliament for the purpose.

As before, the Department will reimburse a Workmen's Compensation Board or an employer, if the latter is individually liable, with respect to an accident suffered by such a pensioner.

It will not refund to an insurance company any benefit paid by it respecting an accident suffered by a pensioner who is employed by a firm carrying employers liability insurance. However, the Department, upon request of the employer and upon his submitting a certificate from the insurance company, may refund to him

the amount paid in respect of the pensioner for the year in which the accident occurred.

The Order in Council of May 3, 1944 (L.G., 1944, p. 1178), which set out the policy has, with its amendments, been revoked, and P.C. 74 of January 13 of this year, gazetted February 11, replaces it.

PROVINCIAL

Alberta Boilers Act

Changes have been made in the regulations regarding the qualifications and examinations of stationary engineers and firemen. By reducing the period of employment required between taking examinations for the different classes, more engineers are expected to seek certificates qualifying them for higher grades.

The regulations of April 9, 1942 (L.G., 1942, p. 584) are replaced by the new ones approved by Order in Council 84 of January 27 of this year and gazetted February 14.

The ten classes of certificates are not altered, but the horse-power of the boilers to be operated by the various classes of engineers has been reduced in some instances. The period of service a man must serve in charge of a shift in a steam plant of a specified boiler capacity before being eligible for a first-class engineer's certificate has been reduced from five to four years. Similar changes have been made for certain other classes.

British Columbia Apprenticeship Act

The Order in Council of January 6, 1939, which brought trade of the druggist under the Act has been rescinded.

British Columbia Workmen's Compensation Act

A regulation of the Workmen's Compensation Board of March 8, gazetted March 11 and in effect from February 1, adds to the industrial diseases covered by the Act, pulmonary tuberculosis contracted through employment in a venereal disease clinic operated by the Province. Employees must have been free from evidence of tuberculosis before engaging in such employment.

Manitoba Apprenticeship Act

By amendment gazetted February 28, to the rules covering apprenticeship in brick-laying, masonry, marble working and tile setting which became effective on April 16, 1945 (L.G., 1945, p. 768), persons who have been working in the trade for four years or more before this amendment, may, on recommendation of the trade advisory committee, be granted a certificate of qualification. A fee of one dollar is charged for a certificate. The term of apprenticeship is four years, including the three months probationary period.

A similar change has been made in the rules governing the electrical, electric motor winding and repairing trades, the required experience being a minimum of seven years. Further, a certificate may be given to any person in these trades, who has been in the particular trade from five to seven years and who passes the trade tests and examination set by the Apprenticeship Board. The normal apprenticeship term is five years.

Manitoba Workmen's Compensation Act

Dermatitis and ulcerations and infections of the skin caused by employment in bakeries or in building are added to the list of occupational diseases for which compensation is payable and the worker is to be deemed unfit for further employment in the particular class of work if he has required medical or surgical treatment for such skin affection on three separate occasions or periods after the lapse of 12 months from the beginning of the first such period. This addition was effected by Regulation 6/48, filed February 21, gazetted February 28.

New Brunswick Minimum Wage Act, 1945

The first Order made by the Minimum Wage Board established from January 1, 1948, 28 cents as the hourly minimum wage

for female employees working 48 hours a week or less in hotels, restaurants and other places of public accommodation where meals are served. A minimum hourly rate of 42 cents must be paid for all time worked in excess of 48 hours in a week.

Not more than one week may elapse between one pay day and the next. Six dollars a week is the maximum rate that may be charged for board and lodging; \$1.50 weekly for board only; \$1.50 per week for lodging only and 25 cents for a single meal. No employer may deduct from an employee's wages money for the cost, repair, or laundering of a uniform or other article of clothing which the employer requires the worker to wear, if the deduction reduces the wage below the minimum applicable under the Order.

Ontario Apprenticeship Act

By an Order (O. Reg. 27/48) of February 4, minimum rates in hairdressing are established as a proportion of the journeymen's rate instead of a minimum hourly rate. An increase in the rate is to be made at the end of each of the three years of apprenticeship instead of every six months. For the first year the minimum is 40 per cent of the journeymen's rate, for the second 70, and for the third 90 per cent. These new rates are to apply throughout the Province. Previously, the rates varied as between three zones.

The changes have been effected through amending O. Reg. 296/44 (L.G., 1945, p. 1007).

Ontario Unemployment Relief Act

The maximum weekly allowance for food other than milk that may be paid by municipalities to unemployable persons who are in need has been raised from \$2.65 to \$3.05 for a single person. There are comparable increases for members of families. The scale of allowances established on September 19, 1944, was increased on July 4, 1947 (L.G., 1947, p. 1499) and has now been raised again by regulations of February 5, 1948, gazetted February 21. For a member of a family over 16 years of age, the increase over the scale for July, 1947, is from \$2.10 a week to \$2.41. The present weekly allowances range from 57 cents for an infant to \$2.24 for a girl from 13 to 15 years of age inclusive and to \$2.59 for a boy of the same age.

The previous increase was made on July 4, 1947 (L.G., 1947, p. 1499) and the present

increases are made by O. Reg. 21/48 of February 5, 1948, gazetted February 21, revoking the previous regulation.

Quebec Minimum Wage Act

By Order in Council 198 of February 19, gazetted February 28, general Minimum Wage Order 4 applying to all workers under the Act, except those covered by special ordinances, is renewed until May 1 next. By a previous Order (L.G., Jan.-Feb., 1948, p. 56) Order 4 was extended 60 days from December 31, 1947.

Certain amendments were made in Wage Order 4 by an Order in Council (159) of February 12, gazetted February 21, when they went into effect. Canneries are added to the establishments in which Order 4 stipulates the minimum rates apply to a work-week of 54 hours. The section has been repealed which fixed a minimum of

20 cents an hour for certain seasonal work: canning establishments operating from June 15 to October 15, the production of maple sugar, and the manipulation and stemming of leaf tobacco. New minimum hourly rates of 27, 25 and 21 cents now apply in Montreal and district, the City of Quebec and district, and in the other two zones of the Province, respectively, for temporary employees manipulating and stemming leaf tobacco or working in canneries. Tobacco workers are those who are hired on a temporary basis and work from June 15 to October 15, or for not more than 12 days between October 15 and June 15. Strawberry stemmers working in canneries in any zone are entitled, irrespective of their working time, to at least half a cent a pint of strawberries stemmed and one cent a quart.

SELECTED DECISIONS OF UMPIRE UNDER THE UNEMPLOYMENT INSURANCE ACT

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit Cases, designated CU-B and (2) Coverage cases, CU-C.

Held that insured persons are entitled to benefit only so long as they comply with the intent and provisions of the act and when in receipt of benefit for a considerable length of time must show by their actions that they are genuinely seeking but unable to obtain work. CU-B. 136 (9 October, 1946.)

MATERIAL FACTS OF THE CASE:

The claimant, a married woman (separated), aged 46 years, was last employed as a manageress of a confectionery and bakery at a salary of \$40 a week from September, 1934 to September 11, 1945 when she left their employ on account of ill health. On January 24, 1946 she made application for benefit, which was allowed.

On June 28, 1946 the claimant was notified of employment as a manageress in a similar establishment located approximately ninety miles from the city where she resided, at a salary of \$110 a month. The claimant refused to apply for the position because she owned her own home and had a son, a daughter and a roomer living with her.

The Insurance Officer disqualified the claimant under Section 43 (b) (i) of the Act for a period of six weeks on the grounds that she had without good cause refused to accept suitable employment.

From this decision the claimant appealed to a Court of Referees before which she appeared in person, voicing her objection to the salary attached to the prospective employment, namely, \$110 a month, as being insufficient and stating that she was unwilling to leave her home town. The evidence before the Court established the fact that the wages to be paid were slightly in excess of the recognized rate of pay for the same type of work in the district.

The Court of Referees unanimously reversed the decision of the Insurance Officer and removed the disqualification, stating in its decision:—

From the date she filed her claim until the present time this was the only position notified to her by the local office either of the standard of position in which she had been employed, or of a lesser standard.

During the time she was employed in her home town she raised her two children and kept her home together. Although the daughter who was married recently has taken up residence in the United States, she is presently living with her mother and the son, who is returned from the services, will continue to do so at least until his university course has been completed.

This Court is fully aware of the housing conditions existing throughout Canada, and in all towns and cities in the province concerned. There is no evidence of any kind that any room or housing accommodation would be available to the claimant in the town where the employment was located and it therefore seems to us that it would be unfair and unjust to compel the claimant to leave her home to go to another city where in all likelihood she would be unable to secure living accommodation.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees on the following grounds:—

That the Court of Referees erred in allowing the claimant's appeal merely on the assumption that living quarters would not be available in the town where the prospective employment was located. There was no attempt made by the claimant to contact the employer who had the vacancy in his business, in order to find out if living quarters were available, nor did she contact any other agency in that town who would have been able to advise her as to the scarcity or the availability of living quarters.

The claimant filed her claim on the 24th of January, 1946 and has been drawing benefits for approximately five months. No mention was made that the employment offered was not suitable, and after an unemployment period of approximately five months, suitable employment at a distance from home should not have been refused by the claimant. (Section 43 (b) (i) of the Unemployment Act.)

DECISION:

The Umpire's decision was that the claimant should be disqualified for a period of six weeks as from the date this decision is communicated to the claimant and gave as his reasons:—

I have considered the submission and the facts of the case very carefully.

The following statements made by the claimant before the Court of Referees are of particular interest:

I am supposed to be paid benefits until next January unless they can offer me a job, it is not reasonable to accept that type of work or to leave my home.

I am better off taking employment in the city than going out of town. I am certainly available for anything they can offer me in the city. I have not been offered any employment in the city.

In regards to the domestic circumstances of the claimant, it appears that the claimant's daughter was a married woman residing with her husband in the United States and only visiting her mother. The son was a grown-up young man recently released from the armed services and was attending the local university. It can reasonably be assumed that both the son and daughter were capable of taking care of themselves.

Insured persons who are in receipt of continuous benefit for the length of time that claimant was, must show by their actions that they are genuinely seeking work and unable to obtain same. In the present instance, according to the evidence, the claimant is under the impression that she has no obligation in the matter but depends upon the employment office to offer her employment and states further that she considered herself entitled to benefit until January of 1947.

Insured persons are entitled to benefit only so long as they comply with the intent and provisions of the Act. In this instance, the claimant was offered a position in another city at a salary which was reasonable and slightly in excess of that which was paid for the same type of labour in the district to which she was asked to go. She refused employment on two grounds, firstly, that she did not wish to leave the city and, secondly, on account of domestic circumstances. The claimant had already been unemployed for a considerable length of time and in receipt of benefit for a period of five months. Under these circumstances, it was not unreasonable to have offered her employment outside of the city and such employment must be regarded as being suitable. The domestic circumstances of the claimant were not of such a nature that she could not have accepted the position, even though it was outside of the city where she resided.

Held that a claimant who is reinstated in his former employment and receives wages retroactive to the date of separation cannot be deemed to have ever been unemployed. CU-B. 137 (9 October, 1946.)

MATERIAL FACTS OF THE CASE:

The claimant, a single man, aged 18 years, was last employed as a junior office clerk from March 13, 1944 to January 16, 1946 when he was laid off on account of work shortage. He filed claim for benefit

on January 17, 1946 which was allowed and he received fifty-seven days' benefit amounting to \$77.52.

A few weeks after his dismissal, the claimant became aware of the fact that his former employer had hired another man to take his place. The claimant then took his case up with his union. After negotiations between the union and the employer, an agreement was reached whereby the management of the company reinstated the claimant in his former position as from the day following the one he was laid off, namely, the 17th day of January, 1946 and his wages were paid to him in full for this period.

When the claimant was reinstated in his former position the employer instructed him to repay all moneys received from the Unemployment Insurance Commission, which he did.

When the fact became known to the Unemployment Insurance Commission that the claimant had been reinstated and paid for the time he was unemployed, the Insurance Officer readjudicated his claim and disallowed it under Section 33 (a) of the Act, on the grounds that he was not deemed to be unemployed at the time he made claim for benefit.

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

1. That from January 16, 1946 until April 3, I was an unemployed person receiving no wages or other remuneration, and during this period I was able to fulfil the Statutory Conditions necessary for the receipt of benefit, and therefore entitled to same.

2. That although I received money when reinstated through the union action, substantially equivalent to the wages I should have earned during this period had I been employed, the payment covered compensation for wrongful dismissal, and should be considered as damages for loss of time, and not as wages. Further, during the time I was receiving benefits, I was not definitely aware that I would be reinstated and receive compensation for time lost.

The Court, by an unanimous decision, found that, while the claimant had apparently fulfilled the statutory conditions, he was, in fact, not unemployed and his claim should be properly disallowed under Section 33 (a), which says he is not deemed to be unemployed if he receives remuneration substantially equivalent to his wages had the employment not been terminated.

The Chairman of the Court granted the claimant leave to appeal to the Umpire because of the unusual circumstances of the case.

DECISION:

The Umpire's decision was that the claim should be disallowed and gave as his reasons:—

The question to decide is whether the claimant can be deemed to have been unemployed within the meaning of the Act.

If the claimant's contention were upheld, he would have received his wages during that period in which he claims he was unemployed; in addition he would also have received unemployment insurance benefits. This obviously would be contrary to the intent and provisions of the Act, and against all principles of fairness and equity.

The claimant states that the moneys received from his employer should be regarded as compensation for wrongful dismissal. This contention is in no way supported either in law or in fact and is a mere afterthought which cannot be seriously considered.

The claimant in his submission makes the following statement, under date of September 7, 1946:—

Owing to the efforts of the union, I was reinstated in my employment with full pay back to the date of my dismissal.

From his statement, the claimant himself regarded the moneys received as back pay and not as damages for the time that he had been unemployed.

I am in accord with the unanimous decision given by the Court of Referees and see no valid reasons for changing it.

It must be added that, when the employer reinstated the claimant, he did so with a retroactive effect to the date of his separation from employment, namely, the 16th of January, 1946. As a result of this retroactivity, the claimant cannot now be deemed to have ever been unemployed.

Moreover, Section 64 of the Act reads as follows:—

An Insurance Officer, a Court of Referees or the Umpire, on new facts being brought to his or their knowledge, may rescind or amend a decision given in any particular claim for benefit.

Accordingly, when the *new fact* that the claimant had been reinstated with a retroactive effect to the date of his alleged separation became known, it was the duty of the Insurance Officer and the Unemployment Insurance Commission to rescind any former decision which would have the effect, in view of this new fact, of allowing the claimant to pocket an amount of money to which he is in no way entitled.

UNEMPLOYMENT INSURANCE STATISTICS*, FEBRUARY, 1948

Reports compiled by the Dominion Bureau of Statistics show that a total of 88,016 claims for Unemployment Insurance benefit was filed at local offices of the Unemployment Insurance Commission during February, 1948, as against 109,311 in January and 55,569 during February last year. Revised claims (i.e. reconsiderations of existing claims) comprised 11,293 of this total in February, 9,007 in January and 8,428 in February, 1947. Initial and renewal claims (representing, largely, new cases of recorded unemployment among insured persons) numbered 76,723 during February, 100,304 during January and 47,141 during February of last year.

Ordinary claimants on the live unemployment register numbered 146,074 (116,676 males and 29,398 females) as at February 28 compared with 130,798 (103,753 males and 27,045 females) at January 31, and 110,062 (86,097 males and 23,965 females) at February 28, 1947. Ordinary claimants are those who are claiming benefit on a full-time basis, i.e. are either separated from their previous employment or have been laid off for a period. In addition there were, on the live unemployment register, 7,279 (6,444 males and 835 females) other claimants at February 28, 14,462 (13,348 males and 1,114 females) as at January 31, and 2,358 (1,993 males and 365 females) at February 28, 1947. Other claimants are mainly short-time claimants, i.e. those who have been put on short-time at their places of employment.

During February, 100,573 claims were disposed of by adjudicating officers, including 1,488 cases referred to courts of referees and 980 special requests not granted (i.e. revised claims representing requests for such things as ante-dating, extension of the two-year period and dependency rate of benefit). Thus, cases in which the decision involved the determination of eligibility for benefit totalled 98,105 of which 75,539 were considered

entitled to benefit and 22,566 not entitled to benefit.

Chief reasons given by adjudicating officers for considering claimants not entitled to benefit were: "insufficient contributions while in insurable employment" 11,548 cases; "voluntarily left employment without just cause" 4,527 cases; "not unemployed" 1,925 cases; and "refused an offer of work and neglected an opportunity to work" 1,202 cases.

A total of 138,417 persons received benefit payments amounting to \$5,017,492 for 2,544,452 compensated unemployed days during February compared with 106,367 persons who were paid \$3,924,641 for 1,999,849 compensated days in January and 102,972 persons paid \$3,916,634 for 2,006,459 compensated days during February, 1947. Thus, the average duration of the unemployment compensated was 18.4 days in February, 18.8 days in January and 19.5 days in February last year. The average amount of benefit paid per beneficiary was \$36.25 in February, \$36.90 in January and \$38.04 in February, 1947. The average amount of benefit paid per compensated day of unemployment was \$1.97 in February, \$1.96 in January and \$1.95 in February, 1947.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending February 28, 1948, showed that 3,357,984 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1947, an increase of 51,177 since January 31, 1948.

As at February 28, 1948, 190,713 employers were registered as having insurable employees representing an increase of 2,151 since January 31, 1948.

* See Tables E-1 to E-7.

Specialized Employment Service for Young People

The importance of community co-operation in vocational guidance and placement of young people was emphasized by J. G. Bisson, Chief Commissioner of the Unemployment Insurance Commission, in an address to the National Vocational

Guidance Association of the United States. Mr. Bisson, who returned recently from Chicago where he attended a meeting of the Association, said that educational and placement officials in the United States were impressed with the accomplishments

for youth in Canada. Delegates to the Convention from points as far afield as California, Louisiana, New Mexico and Maine expressed keen interest in the work that the Unemployment Insurance Commission is carrying out on behalf of young people.

The subject of Mr. Bisson's address to the Association was: "Is a specialized employment service for young people necessary or not?" He referred to the importance of community co-operation, and indicated how this could be obtained through the establishment of Councils comprising all the youth-servicing agencies in a community, labour, and the National Employment Service. Some twenty communities in Canada had already formed

such local Councils. In Montreal and Toronto, the Community Councils functioned so well that they had asked the National Employment Service to set up Youth Employment Centres, in separate premises, where the community work on behalf of young people could be localized.

Mr. Bisson described how these employment centres functioned, pointing out that the original Youth Guidance and Placement Councils became advisory bodies to the Youth Employment Centres. He emphasized that the placing of young workers in the right employment at the start, not only worked to their advantage, but also resulted beneficially to the community and nation through reduction in employment turnover.

WAGES, HOURS AND WORKING CONDITIONS IN THE METAL MINING INDUSTRY, OCTOBER, 1946*

Of 99 metal mines in Canada employing 34,000 people, 52 reported 24,000 employees under collective agreement during the year 1946. Wage increases since 1939 averaged 36 per cent, but were substantially greater in the British Columbia area than in other parts of the Dominion. The 48-hour week was usual across the country, as was time and one-half for overtime, and one week's vacation with pay. Most mines had provision for sick leave with pay.

In the information on the Metal Mining Industry which follows, the mining and milling operations of both ferrous and non-ferrous metal mines are included, along with refining operations in the gold mining industry. Separate indices of wage

rates, based on rates in 1939, for three specific areas, as well as for Canada as a whole, are shown below; the index for Canada is calculated by combining the indices for each of the three areas.

* The information in this article was prepared from data obtained in the general annual survey made by the Research and Statistics Branch of Department of Labour for 1946, with particular reference to the last pay period preceding October 1, 1946. Sufficient returns for 1947 have not been received to date to warrant publication of a preliminary index for 1947 or to make an analysis of working conditions from the material on hand covering 1947. Employers were asked to report, by occupation their straight-time wage or salary rates or the average straight-time earnings for employees on piecework. On an accompanying questionnaire they reported on certain other conditions of work, such as hours, overtime, vacations with pay, sick leave, Sunday work and the number of workers under collective agreement, as well as the

total number of workers in each establishment, including both plant and office staff.

Comparable information has been published monthly in the *LABOUR GAZETTE* from July, 1947, on the following industries: Pulp and Paper, Brewery Products, Automobiles, Rubber, Lumber, Automobile Parts and Accessories, Agricultural Implements, Electrical Products, Meat Products, Edible Plant Products, Clothing and Coal Mining.

Information on provincial legislation pertaining to annual vacations with pay, maximum hours of work, overtime and minimum wages is contained in an annual publication of the Legislation Branch of the Department of Labour, *Provincial Labour Standards Concerning Child Labour, Annual Holidays, Hours of Work, Minimum Wages and Workmen's Compensation.*

Year	Canada	Que. and Ont.	Man.	B.C.
1939	100.0	100.0	100.0	100.0
1940	102.8	103.0	101.0	102.7
1941	112.2	112.2	107.8	113.7
1942	118.7	118.0	114.4	123.0
1943	123.1	121.7	121.7	128.7
1944	125.2	123.7	127.4	132.1
1945	128.2	124.6	127.4	141.9
1946	135.7	128.9	140.6	159.0

Table I shows the distribution of both mining operations and employees throughout Canada. The 47 mines in Ontario employed 62 per cent of the workers in the industry at the time of the survey; Quebec mines employed 16 per cent; British Columbia, 10 per cent and Manitoba, the Yukon and Northwest Territories the remaining 12 per cent. The latter two areas are not covered in wage statistics but are included in the data on working conditions.

Ten mines, with over 500 workers each, accounted for 50 per cent of the 1946 employment indicated in the returns; five of these mines employed over 1,000 workers each. Fifty-four mines, reporting less than 200 workers each, covered only 20 per cent of the total.

Collective Agreements.—Fifty-two mines reported 24,000 employees under collective agreement. Of these, 37 mines reported 19,000 workers under agreement with the International Union of Mine, Mill and Smelter Workers of America. Two mines reported agreements with directly chartered local unions of The Trades and Labour Congress of Canada, one iron mine reported its employees under an agreement with the United Steel Workers of America and the remainder reported they had agreements with associations of employees not affiliated with any central labour body.

Standard Hours of Work.—The six-day week was reported by all the mines whose returns were used in this analysis. All but five worked a 48-hour week and included 97 per cent of the total employment. The five exceptions to the 48-hour week were in British Columbia, all reporting a 44-hour week with four hours of work on Saturday.

In some cases, longer hours were reported for surface work, varying from 52 to 56 hours, but these workers represented a comparatively small percentage of the whole.

Overtime Rates of Pay (Table II).—The majority of the mines reported a rate of time and one-half for overtime through the week after either daily or weekly hours had been worked. In the case of Sunday overtime, 37 mines reported paying time and one-half and 55 reported this same rate for necessary overtime on observed statutory holidays.

Only two mines reported double time for all statutory holidays, although 14 paid this rate for overtime on from one to four particular holidays as noted in footnote (2) of Table II.

Vacations with Pay (Table III).—All but one of the 88 mines giving information on vacations paid for one week after one year or less of service. The exception gave one week only after two years of service.

The five mines not specifying any particular service requirement for one week's paid vacation, reported only a two-week vacation period, necessary length of service varying from 6 to 18 months.

A maximum vacation of two weeks for mine workers was reported by 25 mines, employees becoming eligible after a service

TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE METAL MINING INDUSTRY, 1946

	Canada	Quebec	Ontario	Manitoba	British Columbia	Yukon and Northwest Territories
Total Establishments.....	99	25	47	5	16	6
Employees:—						
Male.....	33,740	5,563	20,963	2,847	3,316	1,046
Female.....	641	111	266	112	119	33
Total.....	34,381	5,679	21,229	2,959	3,435	1,079

of from six months to nine years. These mines had a total employment of 14,500, including office staff.

Sick Leave with Pay.—The majority of mines reported some provision for sick leave with pay.

Group insurance plans, with provision for sick leave, were reported by 27 mines. In the case of 21 other establishments, paid sick leave provisions were in effect for their office or salaried staff, one of these reporting a group insurance scheme for their other employees and another including foremen and shift bosses with office staff.

In the remaining cases of paid sick leave, one mine gave it in special cases only; two did not state conditions; three reported half pay after a service of six months, with a maximum absence of six months;

and another stated that after one season with the company an employee was eligible for 15 days of paid sick leave up to a maximum of 90 days after six seasons of service.

Shift Work.—Eighty-five of the 99 mines reported shift work. Milling operations require 24-hour duty, with a minimum number of workers on both second and third shifts. The common practice reported for underground mining is a second shift from 7 p.m. to 3 a.m., with a few workers on a 3-shift operation hoisting ore and doing necessary maintenance work.

Seven mines reported a wage differential of three cents per hour for work done on the second shift and five cents on the third shift. However, a relatively small number of workers were affected by this bonus.

TABLE II.—OVERTIME RATES FOR WAGE EARNERS IN THE METAL MINING INDUSTRY, BY ESTABLISHMENTS, 1946

Overtime Rates by Region	After Daily Hours	Only After Weekly Hours	Sunday	Holidays
	Monday to Saturday			
Total Establishments.....	58	41	99	99
<i>Straight Time</i>				
Canada.....	28		29	24 ⁽¹⁾
Quebec.....	8		8	7
Ontario.....	12		17	12
Manitoba.....	3		1	2
British Columbia.....	2		1	1
Northwest and Yukon Territories.....	3		2	2
<i>Time and One-Half</i>				
Canada.....	23	41	37	55 ⁽²⁾
Quebec.....	4	10	9	11
Ontario.....	7	27	12	25
Manitoba.....	2		2	2
British Columbia.....	7	4	12	13
Northwest and Yukon Territories.....	3		2	4
<i>Double Time</i>				
Canada.....				2
Quebec.....				
Ontario.....				2
<i>No Information</i>				
Canada.....	7		33	18

(1) Seven establishments reported time and one-half for Dominion Day, 3 of these including New Year's and Christmas as well; 2 establishments reported double time on Christmas and another also gave it for overtime on New Year's Day.

(2) Eleven establishments reported paying double time for overtime on Dominion Day and Christmas and another included New Year's as well; one establishment reported this rate for Dominion Day only and another gave it for overtime on Labour Day as well as Dominion Day.

TABLE III.—VACATIONS WITH PAY FOR WAGE EARNERS IN THE METAL MINING INDUSTRY, BY ESTABLISHMENTS, 1946

NOTE.—Of 99 establishments covered by this survey, 9 did not give information on vacations for wage earners and 2 new operations had no definite policy.

Length of Service Required	Initial Vacation of One Week	Maximum Vacation	
		One Week	Two Weeks
<i>No Specified Service</i>			
Canada.....	5		
Ontario.....	2		
Manitoba.....	1		
British Columbia.....	1		
Northwest and Yukon Territories.....	1		
<i>Six Months</i>			
Canada (Northwest and Yukon Territories only).....			1
<i>One Year</i>			
Canada.....	82	63	2
Quebec.....	23	20	
Ontario.....	43	35	
Manitoba.....	2		1
British Columbia.....	12	6	1
Northwest and Yukon Territories.....	2	2	
<i>Two Years</i>			
Canada.....	1		8
Ontario.....			5 ⁽¹⁾
Manitoba.....	1		1
British Columbia.....			2
<i>Five to Nine Years</i>			
Canada.....			14 ⁽²⁾
Quebec.....			3
Ontario.....			5
Manitoba.....			2
British Columbia.....			4
Total Establishments.....	88	63	25
		88	

⁽¹⁾ Includes 2 establishments requiring only 18 months' service.

⁽²⁾ Service requirement for 4 establishments was 5 years; for 6 it was 7 years and for the remainder, 9 years.

An analysis of the current employment situation prepared by the Research and Statistics Branch, Department of Labour on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

CURRENT EMPLOYMENT CONDITIONS

Renewed seasonal activity was again taking place in the industrial employment market during March and unemployment was now on the decline. A greater degree of seasonal unemployment than in 1947 was witnessed in a few of the larger cities during the low of seasonal activity, although employment levels in general were well beyond all previous records for the time of year. In the field of labour negotiations, a number of settlements were successfully reached during the month and, in most cases, substantial wage increases were granted.

The turning point in the seasonal trend of employment occurred, as usual, during March. By that time, the decline in logging employment was more than counterbalanced by expansion in industrial employment and slight gains in agriculture and construction. Uncertain weather conditions, however, would hold expansion in check for some time and the full strength of labour demand would not be felt until some time in April or May.

Although the seasonal element was felt to a greater extent in a number of the larger cities, the proportion of the labour force without jobs was small, even at the peak of unemployment. Employment levels, for the season, were higher than in any other year, with over-all gains particularly in evidence in construction, mining, and the service industries. Greater stability in the labour force was also apparent with both labour turnover and absenteeism markedly reduced.

The spring months, as usual, saw greater activity in the field of labour negotiations. The progress reported in negotiations had been most encouraging to date. In most cases, substantial wage increases had been granted and in only a few instances had strike action been taken. In the steel industry and the railways, industries vital to the economy as a whole, discussions were still in progress, but negotiations had been successfully concluded in one of the three major steel plants. In inland water transportation, agreements had been reached in many of the shipping companies.

Agriculture

The work force in agriculture was gradually gaining strength during March. Farmers, off-seasonally employed in logging, mines, and heavy manufacturing, were returning to the land to prepare for spring operations. A small demand for additional help had developed but the full brunt of seasonal needs would not be felt for several months.

The forthcoming season was expected to see an easier situation in regard to labour supply than in the previous post-war years. Immigration into agriculture was expected to bring 2,500 families from Holland and 2,000 men from displaced persons camps. Approximately 700 of the Dutch immigrants had arrived by the end of March and an additional 750 were expected around the middle of April. In addition, 500 women were being brought from D.P. camps for domestic work on farms.

Despite the over-all increase anticipated through immigration, the seasonal migration of workers, under the direction of the National Employment Service, will take place as in other years. The first of the twelve major movements, the migration of Western combines to the Southern United States, was in the formulative stage and indications pointed to a somewhat smaller move than in 1947 because of poor crop conditions in the South.

Non-agricultural Industries

Industrial employment was again pointing upwards during March, following the seasonally inactive months of January and February. The characteristic employment declines during the winter months, arising from seasonal causes, had been further aggravated by power and gas shortages and work stoppages in the Western coal mines. The index of industrial employment, as reported by the Dominion Bureau of Statistics for firms with 15 or more employees, fell to 189.2 (base 1926=100) at February 1, as against the all-time high of 199.6 at the beginning of December. The decline was apparent in all main industry groups although more pronounced in the seasonal construction and transportation industries. Trade, similarly, indicated a decided decrease which reflected the lay-off of additional pre-Christmas staff.

The trend of earnings paid to hourly-rated employees in manufacturing was obscured in February because of the effects of gas and power shortages. These shortages caused a reduction of hours worked per week, and also influenced the average of hourly earnings, due to the reduced weight of employment in the high-paying automobile industry. The combination of these two factors, together with a steady rise in the cost of living, had a serious effect on real wages. The index of real wages (av. 1946=100) fell to 100.9 at February 1, 1948 as compared with 102.4 at January 1. As indicated above, however, the movement was irregular and the condition was expected to adjust itself in the following month.

Logging activity was drawing to a close in Eastern Canada and preparations were under way for the spring drive which would commence as soon as the ice in the rivers had broken up. In the Pacific region, however, where logging operations are on a year-round basis, employment was moving from its winter low to its early summer peak. Over-all employment levels during March appeared to be somewhat higher than one year before and this advancement was expected to continue into the summer season. The twelve-month contract with the recently absorbed immigrants will assure a supply of labour for the expansion.

The slack in logging activity was, in part, picked up by the seasonal upswing in saw and planing mill operations. Employment in these mills was expected

to increase steadily during the coming months to reach a peak some time in September.

Mining employment remained steady throughout the first three months of 1948. In March, however, a slight seasonal decrease occurred in the western coal mining group as farmers, off-seasonally employed in mining, returned to the land to prepare for seeding operations. This decline was offset by a small increase in the metal mining group, where labour has been more plentiful and power shortages, which affected mines in northern Ontario, no longer curtailed expansion.

Most mines had been in a more favourable position with regard to labour supply and productivity than they had for some years. Labour turnover and absenteeism had markedly declined. Available labour supply was sufficient to meet needs in practically all areas and in some mines applicants were temporarily being turned away. The improved situation reflected the entrance of experienced miners currently released from logging, and the absorption of approximately 1,000 immigrants from European displaced persons camps. Many of the workers presently employed, however, may shortly drift into summer work in construction and agriculture and shortages of some magnitude may again develop.

Manufacturing employment throughout March continued its upward seasonal movement which had begun earlier in the year. Employment levels were about three per cent higher than in the comparative period in 1947. While most employers indicated that general labour needs were met, skilled requirements persisted throughout the slack months.

The domestic market for cottons remained exceptionally strong because of the reduction of imports from the United States. Consequently, the primary textile industry was endeavouring to operate at capacity and demand for labour was heavy. It was estimated that approximately six to eight thousand workers were required by the industry. The clothing industry was, for the most part, adequately staffed. Material shortages have been encountered because of the import restrictions, but despite this, employment levels were higher than in March of last year.

In the field of labour relations, no widespread difficulties had yet developed. In March, a number of collective agreements were peacefully re-negotiated and in most

instances substantial wage increases were granted by employers. On March 31, the Steel Company of Canada announced that it had reached an agreement with its employers whereby an hourly increase of 11½ cents was granted.

The **construction** industry during March was entering the initial stages of the usual spring upswing in activity. While employment indicated only moderate gains during the month, rapid advances should be registered during April and May when weather conditions permit further expansion. Unskilled labour during the summer months was expected to be in somewhat better supply than in 1947, but a serious shortage of skilled construction tradesmen was expected to develop early in the season.

Because of the heavy program of institutional and industrial building which has been in progress, considerable activity continued throughout the winter months and employment did not fall off to the same extent as in other years. At the beginning of the year, the larger construction establishments (those with 15 or more employees) reported employment levels almost 15 per cent higher than one year before.

The 1948 volume of construction was expected at least to equal that of 1947, according to estimates prepared by the Department of Reconstruction and Supply. The downward trend of contracts awarded during the first two months of 1948, as compared with those in 1947, was reversed during March when contracts totalling \$51 million were awarded. This was 34 per cent beyond last year's total for the same month. A spectacular increase in residential contracts—the value of contracts had more than tripled over the year—accounted for the major part of the rise, although business and engineering projects awarded also increased in value.

The **transportation** industries were slightly more active during March as preparations were under way for the re-opening of Great Lakes shipping. With the earlier spring, seasonal activity had begun a few weeks ahead of the usual date.

Trade establishments indicated a slight increase in business during March due to spring and Easter activity. However, the physical volume of trade was levelling off considerably because of rising prices and therefore employment was relatively stable. Employers were becoming more selective in their hiring policies but experienced

help was still readily placed. Although little expansion in trade was foreseen during the first half of 1948, the current high level of employment, which was about 60 per cent above the pre-war level in the larger trade establishments and 8 per cent above the 1947 total, was expected to be sustained at least during the first six months of the year.

The **service** industries indicated a further employment advance during March. The labour situation on the whole was in a more favourable position than at any time since the early years of the war. Not only was the supply of workers greater but labour turnover had fallen markedly. Immigration had added 1,840 workers to domestic employment by the end of March and approval had been granted for the entrance of 1,200 additional girls, 500 of whom were to be placed on farms.

Wages in the service industries, although gradually moving upwards, were still well below those paid in other main industry groups. This was because of the large proportion of women workers employed at relatively low rates of pay. In the Dominion Bureau of Statistics survey of employment in firms with more than 15 employees, average weekly wages in the service industries were \$25.12 at the beginning of February as against \$35.87 in communications, \$33.41 in trade, and \$37.53 in finance. The payment of tips in hotels and restaurants, which is not taken into account in the aforementioned statistics, would however provide somewhat of an equalizing factor. Nevertheless, earnings in other service establishments, particularly laundries, was much below other comparative industries, the February figure being 28 per cent lower than the average for the nine leading industries.

Employment Service Activities

Placement activity continued to recede during February, but since new applications were fewer in number the accumulation of job-seekers was slower, and finally came to a halt by the end of February. At that time, the unplaced numbered 201,000, almost 5,000 more than at the peak for 1947. During the first three weeks in March the downtrend was negligible, but it picked up during the latter part of the month and, at the end of March, the unplaced totalled 194,000, a drop of 7,000 from the seasonal peak. The downward movement was expected to accelerate during the month of April.

Average weekly placements totalled 9,700 during February, 5 per cent below all previous levels. All regions and all main industry groups, with the exception of trade, shared in the decline. Seasonal inactivity was the main cause of the reduced hiring rate although gas and power shortages, indirectly the result of weather conditions, brought about a further deterioration.

The seasonal dislocation of workers was largely among the untrained and unskilled. Opportunities for such workers during the winter months are few. Jobs are scarcer because of seasonal influences and also because employers tend to tighten hiring specifications when there is a freer flow of workers. Job orders filed during January and February were more selective in regard to age, experience, and educational qualifications. At the same time, with the easier labour market, industry was weeding out inefficient staff; unskilled workers were difficult to re-direct, especially during the seasonally inactive weeks.

The situation suggested the need on the part of many of the applicants for additional training. Facilities for such training, although not provided by the Unemployment Insurance Commission, are available to beneficiaries provided that the applicant is recommended by an employment officer and the course is authorized by the Unemployment Insurance Act. From October to February, approximately 600 persons in receipt of benefit were recommended for training courses.

The "tight" labour market which has prevailed for women during the past two years, materially altered during the winter months. Vacancies for unskilled workers were relatively few in number, even in the cities of Toronto and Montreal where the shortage of female workers had been most persistent. Factories, hotels, and restaurants—previously the centre of heavy labour requirements—reported adequate work staffs, greatly reduced labour turnover, and little demand except for experienced help. The easier situation reflected both an increase in the female labour force, through the influx of married women, and employment declines in certain industry groups, especially radio, secondary textile, and food manufacturing. Unplaced female applicants rose to 46,000 at the seasonal peak, 8,000 higher than the corresponding total in 1947. Although seasonal activity will absorb the majority of the displaced, the prospect of employing married women is less promising; many are seeking part-time work or general office

or sales work and opportunities in these lines have been limited even at the peak of activity.

The seasonal upswing in employment was beginning during March and rapid gains will take place during the next six months. Employers were "feeling out" the labour market in order to formulate expansion plans in relation to the probable labour supply which would be available during the summer months. Agriculture was drawing in its regular work force which had provided numerous off-seasonal workers for mines, logging, heavy manufacturing, meat packing, etc. These gaps, except in the seasonally-inactive logging industry, will have to be filled at the same time as transportation and construction are requiring additional staffs. In the semi-skilled labour market, a steady stream of immigration will offer relief and it seems probable that forthcoming shortages will be somewhat less than in 1947. The skilled occupations will benefit slightly less by immigration, at least in the immediate future. In these fields, serious shortages are anticipated.

Approximately 75 per cent of the applicants currently applying for work at employment offices were claiming unemployment insurance. However, because of the requirements of the Act regarding amount of contributions, waiting days, availability for work, causes of discharge, etc., only an estimated 50-55 per cent of the registered unemployed were actually in receipt of benefit. Claimants for unemployment insurance stood at 146,000 at the end of February, as compared with 131,000 and 110,000 one month and one year before, respectively. The sharp rise over the year was primarily due to the absorption of veterans; "out-of-work" benefits, a temporary DVA payment to unemployed ex-servicemen, dropped by 27,000 during the year. However, it also reflected a number of sporadic lay-offs in the latter part of February.

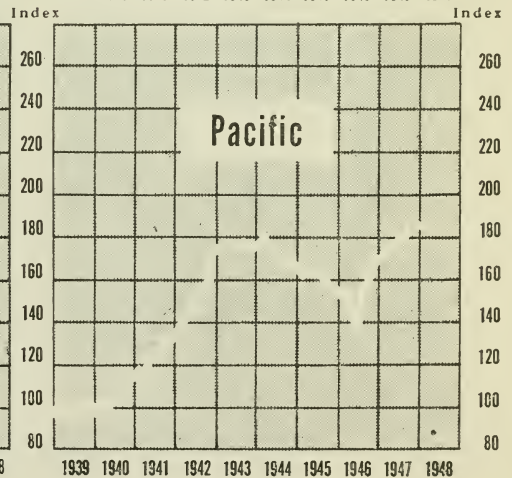
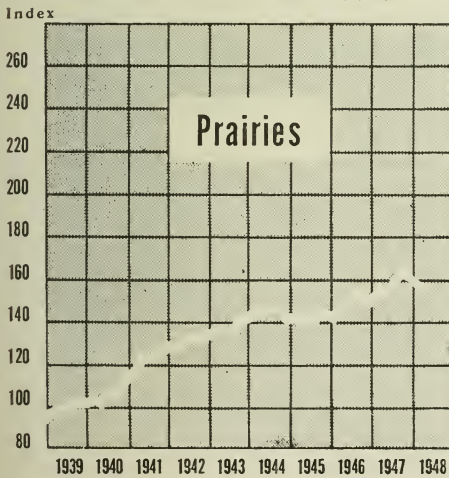
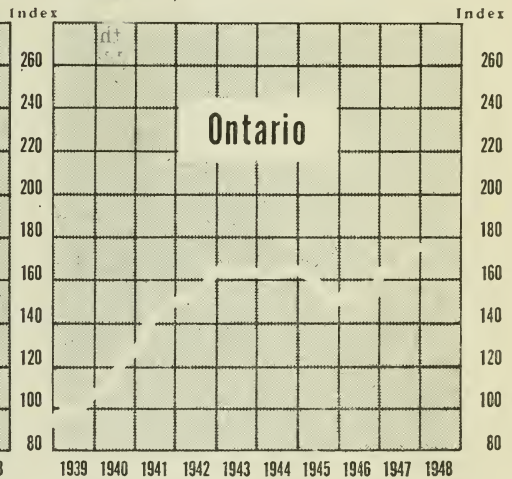
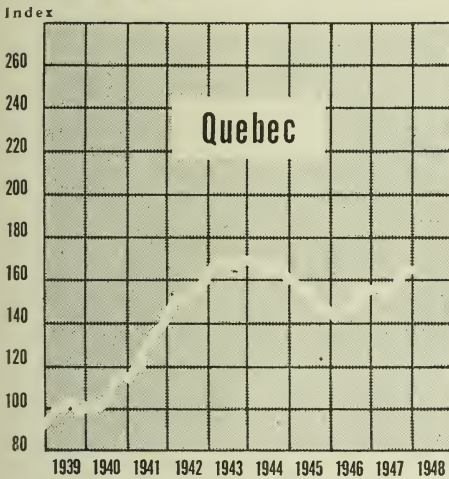
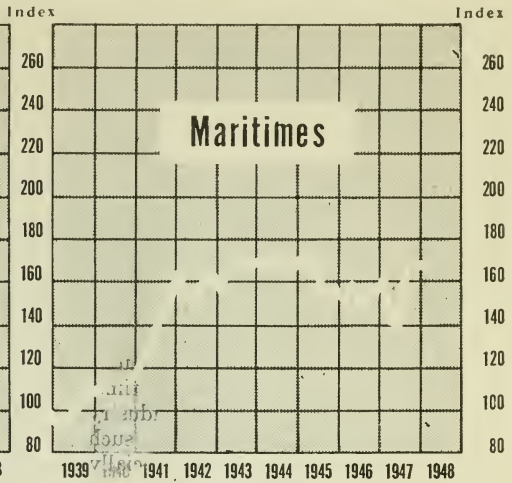
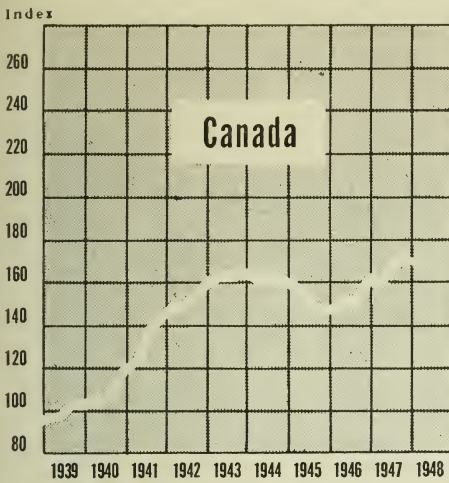
The *executive and professional* offices indicated a more stable balance between vacancies and jobs and somewhat less seasonal variation in placements than in the general field. This was to be expected since requirements among this class of persons are not greatly influenced by seasonality.

The number of unplaced executive and professional personnel stood at 2,296 at the end of February—a total relatively unchanged over the past year. The unplaced total includes many who are not

REGIONAL EMPLOYMENT TRENDS

Average: 1939 = 100

Seasonally Adjusted



unemployed but rather are endeavouring to better their present status through the facilities of the Employment Service. Approximately one-quarter of the applicants were registered in the managerial and official occupations. Vacancies were relatively few in this line, however, and even those available were not easily matched with the supply on hand because of the highly selective qualifications of employers. In the individual occupational groups, engineering and selling trades reported the highest registrations. Demand in engineering has been continually buoyant but in the selling field, job orders were light except for insurance salesmen. Placements effected during February averaged 52 a week, a total slightly in advance of the previous month but considerably below last year's level.

Executive and professional offices continued the referral and placement of university students who would be seeking summer or permanent work sometime in April or May. An outline of the program to obtain summer jobs for the students was given in the March issue of the *LABOUR GAZETTE*. Indications to date pointed to a larger response from employers than in 1947. Opportunities for engineers were good and it was expected that undergraduates in this field would have little difficulty obtaining summer jobs offering not only suitable experience but also relatively high wages. For students in the more general courses, conditions were not quite so favourable, but it was expected that the majority of these students would obtain employment.

The *veteran* situation reflected a slightly more favourable picture than that of the general field. Placements indicated a small upturn during February while the increase in job-seekers was relatively slight. Placements in February averaged 2,177 per week. At the end of the month, 46,245 ex-servicemen were on file at employment offices, representing 23 per cent of all unplaced. The seasonal slack, although affecting the younger worker to a greater extent, had indicated a deterioration over the year in the situation for World War I and Dual War veterans; only 16 per cent of the unplaced were in this group at the end of February, 1947 while in 1948 the proportion had risen to 20 per cent.

Regional Analysis

The *Maritime* region indicated a slow recovery from the seasonal slump but this

was in accord with the general pattern of 1947. The employment situation throughout the winter months has been more favourable than in 1947, but nevertheless unemployment was heavy, especially in the New Glasgow and Sydney areas. Increased seasonal activity was not expected to absorb all those workers currently idle, since the unemployment problem was also of a chronic nature.

Logging activity was reaching its final stages by the end of February and released woods workers were temporarily swelling the ranks of the unemployed. Pulpwood activity during the winter was maintained at approximately the 1947 level but lumber operations were estimated to have fallen by 50 per cent. The drop in lumbering was due to the non-renewal of United Kingdom contracts at the beginning of the new year; by the end of February arrangements were made for the sale of 60 million board feet, but this was only 15 per cent of the 1947 quota.

There was a noticeable upturn in shipping during the latter part of February, both in Saint John and Halifax. Similarly, improvement was noted in activity in the Halifax shipyards because of increased repair work; steel shortages, however, held construction work in the yards at a low level.

The *Quebec* region continued to report large numbers of seasonally displaced persons at the end of March, but many were recently released woods workers who would be quickly absorbed into construction and agriculture during the following weeks. It was probable that the situation might even change to one of labour shortage by as early as May, judging from the proposed high level of construction.

The logging cut was rapidly drawing to a close by the end of February, ending a season of unprecedented production and employment levels. The larger supply of workers had enabled production schedules to be pushed well ahead of previous years and hauling was in full swing in many areas by the end of February. In agriculture, signs of revival were appearing as farmers employed off-seasonally returned to the land to prepare for seeding and sugaring operations.

Manufacturing was active throughout February although production was interrupted by power and material shortages. Lay-offs, especially among women in radio

of manufacturing to build up their staffs to new highs but had also led to a marked reduction in labour turnover. Thus many plants, previously handicapped by such difficulties, were operating at capacity for the first time in the post-war period.

In the *Ontario* region, employment conditions had begun to improve by the middle of February, a date well in advance of that for Canada as a whole. The amelioration was largely due to resumption of activity in those industries in Western Ontario which were affected by the recent natural gas shortage.

In manufacturing industries in general, however, production and employment were at a high level. Ontario entered the new year with 32,000 more employees engaged in manufacturing than one year before. Steel shortages continued to hold back expansion in dependent industries but supplies were improving and recently hiring activity had been renewed in heavy metal industries. Material shortages, caused by the recently imposed import restrictions, had brought about a slight amount of unemployment in clothing plants, but primary textile plants reported peak production and plans for further expansion.

The logging industry reported an ample supply of workers and little labour turnover. Pulpwood companies were well ahead of schedule and hauling was in full swing. Summer logging activity was expected to be somewhat higher than in 1947 because of the absorption of the 3,400 displaced persons on a year-round basis. Mining, although reporting a good supply of labour, was forced to curtail production because of power shortages during February, but higher water levels in the spring would relieve the situation.

The *Prairie* region experienced relatively light seasonal unemployment during the winter months as compared with that in previous years. By the end of February, unemployment was already giving way and a steady improvement was evidenced during March. By April, employment was expected to increase rapidly as activity in agriculture and construction gained momentum.

A small demand for farm help developed during March. However, with woods

workers returning to farm work at the end of logging operations and the return from the Pacific region of numerous farm workers who had moved there for the winter, sufficient labour was expected for the coming season. Also, immigration of Dutch farmers, the first of whom arrived in the latter part of March, will be steadily increasing the agricultural work-force during the coming year.

The coal mining strike was over at the majority of mines in Alberta by February 20; the granting of a \$2 a day increase was fairly general. The meat-packing industry was seasonally slack and small lay-offs had occurred throughout the region.

The *Pacific* region had passed the peak of seasonal inactivity at the beginning of March and conditions indicated slow but steady improvement during the following month. The seasonal slump was somewhat more severe than in previous years because of the large influx of Prairie workers during the winter season. However, these workers had begun to return home during March and this was already showing its effect on the labour market. An upswing in the activity of primary industries and construction, which would occur during April and May, would speed up the re-employment of the displaced seasonal workers and virtually full employment should be reached by early June.

Lay-offs in shingle mills, as a result of a request to suspend delivery of high-grade shingles to the Southern States, created some temporary unemployment at the end of February. However, since the domestic market for high quality shingles has been strong and should improve as the construction season gets under way, employment in the industry was not expected to be seriously affected.

Employment prospects in the steel ship-yards were not encouraging. None of the yards had been successful in obtaining contracts for new construction since they could not guarantee delivery because of irregular steel shipments, or even quote a final price because of steadily increasing costs. Work under way should be completed in the next six months and unless the yards can obtain contracts they will be solely dependent on repair work.

Unemployment in Canada as Reported by Trade Unions, 1947

Average unemployment in trade unions in 1947 declined slightly to 1.3 per cent from 1.4 per cent in the previous year.

The yearly average was obtained from quarterly reports received by the Department of Labour from local trade union branches throughout the country. These reports show the number of members in good standing, excluding retired or pensioned members, and the number of members totally unemployed at the end of each quarter. A person is recorded as unemployed only when he is idle because of economic causes. Union members idle

because of illness, a strike or a lockout, are not considered as unemployed. Reviews of trade union unemployment at the end of each quarter have appeared in the *LABOUR GAZETTE* for February, May, August and November respectively. The statement for the last quarter of 1947, with comparative figures for earlier years, was included in the March, 1948, issue.

During 1947, quarterly reports were received from an average of 2,476 locals with an average combined membership of 474,663. In the previous year an average of 2,405 locals reported and the average combined membership was 419,336.

PERCENTAGE OF UNEMPLOYMENT IN TRADE UNIONS BY INDUSTRIES

	Logging	Mining	Manufacturing	Construction	Transportation	Communication	Trade	Service	All Industries
1933.....	25.4	12.5	24.5	66.7	13.2	12.8	1.5	11.0	22.3
1934.....	26.2	12.8	17.2	61.1	10.5	12.3	7.2	7.3	18.2
1935.....	20.6	11.4	14.7	49.7	8.4	11.1	7.8	6.9	15.4
1936.....	5.1	12.6	13.3	38.2	7.3	10.0	4.0	5.9	13.2
1937.....	2.2	11.5	11.2	28.6	6.2	8.1	.6	4.3	10.7
1938.....	20.2	8.4	14.6	34.5	8.2	7.3	.0	5.6	13.1
1939.....	26.0	10.2	12.0	31.4	8.3	6.3	.2	4.7	12.2
1940.....	15.8	8.8	6.8	19.7	5.6	5.8	.2	2.9	7.8
1941.....	7.3	7.3	3.0	11.2	3.4	4.1	.1	2.0	4.5
1942.....	2.7	2.2	1.5	7.9	1.6	2.3	.0	.7	2.2
1943.....	.2	.4	.4	3.7	.7	1.5	.0	.6	.8
1944.....	.2	.5	.2	2.8	.4	1.3	.3	.3	.5
1945.....	1.5	1.3	1.8	1.9	.7	1.2	.6	.5	1.4
1946.....	3.3	.6	1.6	1.8	1.4	.7	1.6	.5	1.4
1947.....	.2	.5	1.3	3.3	1.0	.4	.1	.5	1.3

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index increased from 150.1 on February 2 to 150.8 on March 1, 1948. Although this placed the index slightly above the July, 1920 peak of 150.6, the increase during February was the smallest recorded in seven months. It was unusual in that the whole amount was contributed by the non-food sections of the index. The food group actually declined fractionally from 186.1 to 185.9 as price decreases for eggs and citrus fruits outweighed increases for vegetables; changes in other food sub-groups were mixed and comparatively small. The sharpest rise came in

clothing which advanced from 165.1 to 169.9. Home furnishings and services moved up from 159.9 to 161.2, and fuel and light from 120.1 to 121.0. The rent index remained at 119.9 and the miscellaneous items series at 122.8.

From August, 1939 to March 1, 1948 the increase in the Dominion cost-of-living index was 49.6 per cent (from 100.8 to 150.8).

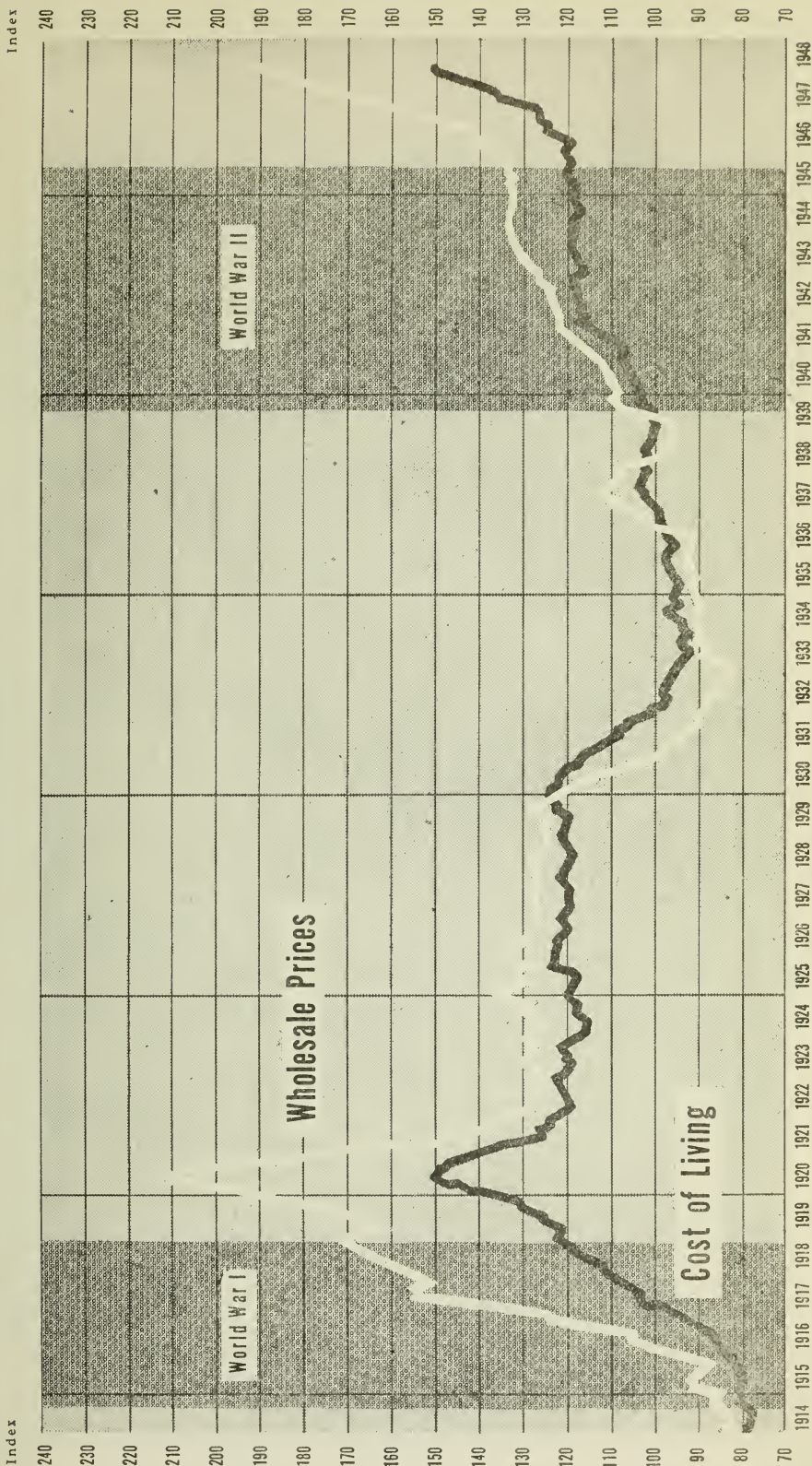
Cost-of-Living in Eight Cities

Further advances occurred for the eight regional city cost-of-living indexes between February 2 and March 1, 1948, although rates of increase were less pronounced than in previous months. Prices for clothing were substantially higher, and there were

* See Tables F-1 to F-6.

COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935-39 = 100)



smaller increases for home furnishings and services and coal. Index advances of 1.2 points each were registered for five cities, Halifax moving up from 141.3 to 145.5, Saint John from 147.7 to 148.9, Montreal from 152.8 to 154.0, Winnipeg from 144.4 to 145.6 and Saskatoon from 151.9 to 153.1. Of the remaining three centres Vancouver rose 1.0 to 149.7, Edmonton 0.8 to 145.9 and Toronto 0.3 to 148.1.

Wholesale Prices, February, 1948

The general index of wholesale prices rose a further 0.4 points to 147.3 for February, 1948 in spite of weakness in many primary markets. Group changes were mixed, five out of eight component indexes registering increases, two remaining unchanged and one moving lower. Influenced by sharply higher prices for woollen goods of all kinds and smaller increases for cotton items, the fibres, textiles and textile products group rose 5.3 points to 154.4. Non-ferrous metal products advanced 1.8 to 138.8 reflecting stronger quotations for tin, lead, zinc and aluminum

products. In the animal products group higher prices for livestock, leather footwear and raw furs overbalanced weakness for bacon, ham, hides and skins to move the index up 0.4 to 159.5. Wood, wood products and paper recorded a gain of 0.3 to 182.0 supported by stronger quotations for fir and hemlock lumber, matches and wrapping paper, while the chemicals group rose 0.3 to 114.0 reflecting upturns in paint material prices. Vegetable products receded 1.2 to 131.4 when lower prices for grains, rolled oats, potatoes and lemons outweighed increases in bread and onions. Two groups, iron and its products and non-metallic minerals, were unchanged at index levels of 150.6 and 125.6 respectively.

The index of Canadian farm product prices at wholesale recorded a drop of 1.9 to 132.5 during the period under review. Field products dropped 2.9 points to 113.5 due to declines in grains and potatoes which outweighed an increase in onions. Animal products weakened 0.1 to 164.3 with recessions in hides and skins overbalancing strength in livestock, fowl and eggs.

CHANGES IN COST-OF-LIVING INDEX NUMBERS FOURTH QUARTER OF 1947

Country	Percentage Change		Principal Groups Changes September, 1947-December, 1947
	December, 1947; August, 1939	December, 1947; September, 1947	
Canada.....	+ 44.8	+ 4.7	Increases: Homefurnishings and services, clothing, foods. Decreases: Fuel and light.
Czechoslovakia.....	+177.5(b)	+ 1.4	Increases: Clothing, heat and light, food. Decreases: Miscellaneous.
Iceland.....	+218.4	+ 5.1	Increases: Food.
Mexico (a).....	+205.3	+ .07	Increases: Food, clothing.
Newfoundland.....	+ 71.9(c)	+ 4.3	Increases: Food, clothing.
Norway.....	+ .56.3	- 0.4	Increases: Clothing. Decreases: Fuel, food.
Peru.....	+207.3	+10.5	Increases: Food, clothing.
Switzerland.....	+ 63.0	+ 2.5	Increases: Food, clothing.
United Kingdom.....	(d)	+ 3.0	Increases: Drink and tobacco, miscellaneous, food, household durable goods.
United States.....	+ 69.4	+ 2.0	Increases: Fuel, electricity and ice, miscellaneous, house furnishings.

(a) November, 1947 latest figures available.

(b) Increase over year 1939.

(c) Increase over October, 1939.

(d) Increase over August, 1939 not available in new series.

STRIKES AND LOCKOUTS*

Canada, March, 1948

The time loss due to strike activity in Canada during March, 1948, showed a substantial decrease as compared with the previous month and with March, 1947. Preliminary figures for March, 1948, show 14 strikes and lockouts in existence, involving 3,725 workers and causing a time loss of 56,808 man-working days, as compared with 15 strikes in February, 1948, with 11,082 workers involved and a time loss of 140,945 days. In March, 1947, there were 21 strikes, involving 17,070 workers, with a time loss of 378,580 days.

During the month under review, four strikes were responsible for more than 90 per cent of the total time loss. Of these four strikes, settlement was reached in one case involving hosiery factory workers at Drummondville, P.Q., but the strikes of coal miners in Alberta and British Columbia, ships' officers and seamen at Halifax, N.S., Saint John, N.B., and British Columbia Ports, and metal factory workers at Dundas, Ont., were still unterminated at the end of March. Two other strikes were recorded as unterminated at the end of the month, namely, clothing factory workers at Granby and Roxton Pond, P.Q., and waitresses at Calgary, Alta.

For the first three months of 1948, preliminary figures show 35 strikes and lockouts, involving 15,693 workers, with a time loss of 333,533 man-working days. For the same period last year there were 40 strikes, with 33,754 workers involved and a time loss of 605,298 days.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review, issued as a supplement to the *LABOUR GAZETTE* for April, 1948, and in this article are taken from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

* See Tables G-1 and G-2.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in March, 1948, was .07 per cent of the estimated working time, as compared with .18 per cent for February, 1948; March, 1947, .49 per cent; first three months of 1948, .14 per cent, and the first three months of 1947, .26 per cent.

Of the 14 strikes recorded for March, 1948, one was settled in favour of the workers, two were compromise settlements, six were indefinite in result, work being resumed pending final settlement, and five were unterminated at the end of the month.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: composers, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., which commenced on May 30, 1946; metal factory workers at Ottawa, Ont., which commenced on February 24, 1947; soft drink factory workers at Edmonton, Alta., which commenced December 1, 1947; and printing pressmen at Toronto, Ont., which commenced on December 15, 1947.

The number of work stoppages beginning in January, 1948, was 173 and seven were still in progress from the previous month, making a total of 180 during the month. In all stoppages of work in progress in the period there were 32,600 workers involved and a time loss of 82,000 working days was caused.

Of the 173 stoppages which began during January, 23 arose out of demands for advances in wages; 61 over other wage questions; seven on questions as to working hours; 22 on questions respecting the employment of particular classes or persons; 53 on other questions respecting working arrangements; six were on ques-

tions of trade union principle; and one was in sympathy with workers involved in another dispute.

United States

Preliminary figures for February, 1948, show 200 strikes and lockouts beginning

in the month, in which 70,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 725,000 man-days. Corresponding figures for January, 1948, are 175 strikes and lockouts, involving 75,000 workers, with a time loss of 1,000,000 days.

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Summary

TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Series	1948		1947	1946	1944	1939
	Mar.	Feb.	Feb.	Feb.	Feb.	Feb.
Labour Force—						
Civilian labour force ⁽¹⁾000	4,825	4,706	4,525	†	†
Employed ⁽¹⁾000	4,669	4,565	4,326	†	†
Paid workers ⁽¹⁾000	3,245	3,154	2,887	†	†
Male ⁽¹⁾000	2,416	2,334	2,081	†	†
Female ⁽¹⁾000	829	817	800	†	†
Unemployed.....	.000	156	141	213	†	†
Index of employment ⁽²⁾	189.0	189.3	180.7	167.2	183.2	106.5
Unemployment in trade unions ⁽³⁾	%	1.7	1.5	3.0	0.8	16.2
Earnings and Hours—						
Total labour income.....	\$000,000	39.44	38.63	31.97	31.70	†
Per capita weekly earnings.....	\$	39.44	38.63	35.03	31.97	†
Average hourly earnings.....	cents	86.5	86.5	76.4	68.1	†
Average hours worked per week.....	hours	42.8	43.2	44.1	†	†
Average real weekly earnings, index ⁽⁴⁾	%	100.9	105.6	102.5	†	†
National Employment Service—						
Unplaced applicants ⁽⁵⁾	No.	200,970	186,056	193,105	233,703	†
Unfilled vacancies ⁽⁵⁾	No.	32,251	34,212	72,701	84,214	†
Placements, weekly average.....	%	97.23	12,701	12,627	29,891	†
Unemployment Insurance—						
Unemployment insurance claims.....	No.	146,074	130,798	110,062	161,997	†
Balance in fund.....	\$000	440,829	435,682	362,092	318,376	†
Prices—						
Wholesale index ⁽²⁾	%	146.9	147.3	118.1	104.6	102.7
Cost of living index ⁽⁶⁾	%	150.8	150.1	127.8	119.9	118.9
Production—						
Industrial production index ⁽⁶⁾	%	181.5	176.3	158.7	206.8	102.0
Mineral production index ⁽⁶⁾	%	121.9	106.8	99.6	115.3	111.1
Manufacturing index ⁽⁶⁾	%	193.9	189.0	169.7	228.0	99.9
Electric power.....	000 k.w.h.	3,499,238	3,589,361	3,183,011	3,208,017	2,214,174
Construction contracts awarded.....	\$000	15,080	53,452	33,092	16,230	11,323
Pig iron.....	tons	151,100	150,632	143,171	141,878	41,333
Steel ingots and castings.....	tons	239,600	229,222	233,893	229,852	77,179
Inspected slaughterings, cattle.....	No.	108,438	101,702	88,694	121,104	93,787
Hogs.....	No.	496,509	446,401	293,977	373,681	933,940
Flour production.....	000 bbl.	1,872	1,799	2,212	2,146	2,086
Newsprint.....	tons	344,600	341,268	308,832	240,010	200,631
Cement producers' shipments.....	000 bbl.	1,004	420	273	202	119
Automobiles and trucks.....	No.	27,112	16,380	20,810	7,484	10,914
Timber scaled in B.C.....	000 F.B.M.	225,727	222,142	198,471	172,576	254,636
Gold.....	oz.	262,203	229,099	256,803	256,803	900,963
Copper.....	000 lb.	38,360	29,396	27,699	46,092	41,218
Lead.....	000 lb.	47,452	25,271	30,477	29,754	26,301
Nickel.....	000 lb.	19,366	17,144	12,612	22,382	17,495
Zinc.....	000 lb.	35,053	32,029	39,784	44,736	25,373
Coal.....	000 tons	1,629	1,151	1,132	1,638	1,290
Distribution—						
Retail sales index, adjusted ⁽⁶⁾	%	251.7	233.3	212.7	169.6	99.2
Wholesale sales index, unadjusted ⁽⁶⁾	%	239.5	231.4	210.2	168.7	79.9
Trade external, excluding gold.....	\$000	363,672	271,731	367,638	102,788	102,788
Imports, excluding gold.....	\$000	182,170	177,100	116,996	138,370	40,380
Exports, excluding gold.....	\$000	229,367	200,300	153,143	277,168	61,727
Railways—						
Revenue freight.....	.000 ton miles	4,686,416	3,963,138	4,214,861	5,023,685	1,706,650
Car loadings, revenue freight ⁽⁷⁾	cars	294,304	285,607	269,959	268,493	159,422
Banking and Finance—						
Common stocks, index ⁽⁸⁾	%	101.5	102.2	109.4	121.8	82.0
Preferred stocks, index ⁽⁸⁾	%	141.0	158.5	154.1	118.6	101.8
Bond yields, Dominion, index ⁽⁹⁾	%	92.1	84.7	85.9	97.3	†
Cheques cashed, individual accounts.....	\$000	5,551,137	5,596,710	5,335,919	4,208,023	2,050,004
Bank loans, current, public.....	\$000	6,277,129	1,860,935	1,468,278	1,151,000	955,393
Money supply.....	\$000	7,466,566	7,555,287	7,126,387	5,143,287	2,719,667
Circulating media in hands of public.....	\$000	1,104,230	1,093,038	1,038,388	855,342	226,064
Deposits, notice.....	\$000	3,880,547	3,586,263	3,077,952	2,123,821	1,690,887
Deposits, demand.....	\$000	2,105,426	2,145,427	1,995,371	1,753,732	690,324
Other.....	\$000	376,362	439,570	756,602	338,749	89,459

NOTE.—Many of the statistical data in this table are included in the *Canadian Statistical Review* issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available. (1) Labour Force survey figures given are as of February 21, 1948, March 1, 1947 and February 23, 1946. (2) Base 1926=100. (3) Figures are as at end of quarter ending December 31, 1947, 1946, 1945 and 1944 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946=100. (5) First of month. (6) Base 1935-1939=100. (7) Figures are for four week periods.

B—Labour Income

TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME

(\$ Millions)

		Agriculture, Logging, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance Services (which includes Government)	Supplementary Labour Income	TOTAL
1946	January.....	34	139	18	102	85	20	398
	February.....	36	138	18	105	87	19	403
	March.....	35	142	19	106	90	20	412
	April.....	32	140	21	106	89	20	408
	May.....	33	137	24	107	92	20	413
	June.....	36	141	26	110	94	21	428
	July.....	38	140	28	112	95	21	434
	August.....	39	143	29	114	97	22	444
	September.....	41	146	30	116	100	22	455
	October.....	40	151	30	119	99	22	461
	November.....	40	157	29	123	100	23	472
	December.....	40	159	24	122	100	22	467
1947	January.....	39	161	23	121	100	22	466
	February.....	38	163	25	123	101	22	472
	March.....	37	165	25	124	102	22	475
	April.....	33	166	28	124	102	22	475
	May.....	36	169	31	128	103	23	490
	June.....	40	171	35	131	106	23	506
	July.....	42	175	39	133	108	24	521
	August.....	45	177	40	133	109	25	529
	September.....	45	181	41	135	109	25	536
	October.....	48	185	42	137	109	26	547
	November.....	50	188	40	139	110	26	553
	December.....	48	187	32	140	109	25	541

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision).

Geographical and Industrial Unit	Number of Employees Reported at Feb. 1, 1948	Aggregate Weekly Payrolls Reported at Feb. 1, 1948	Average Weekly Earnings Reported at			Index Numbers Based on June 1, 1941 as 100 p.c.															
						Employment			Aggregate Weekly Payrolls												
			Feb. 1, 1948	Jan. 1, 1948	Feb. 1, 1947	Feb. 1, 1948	Jan. 1, 1948	Feb. 1, 1947	Feb. 1, 1948	Jan. 1, 1948	Feb. 1, 1947										
(a) PROVINCES																					
		\$	\$	\$	\$																
Maritime Provinces	139,332	4,845,504	34.78	32.44	32.99	117.3	119.4	110.2	186.5	177.1	166.0										
Prince Edward Island.....	3,597	103,479	28.77	29.51	28.20	158.9	142.1	116.4	209.8	192.4	151.1										
Nova Scotia.....	76,438	2,675,305	35.00	30.77	33.50	106.4	106.3	102.6	165.2	145.0	152.0										
New Brunswick.....	59,297	2,066,720	34.85	34.63	32.54	132.8	139.5	122.5	222.4	232.2	190.9										
Quebec	585,053	21,839,604	37.33	34.85	33.43	123.1	125.1	118.4	191.9	181.9	164.9										
Ontario	832,994	33,198,124	39.85	37.10	35.93	123.0	125.7	116.3	189.8	172.0	154.0										
Prairie Provinces																					
Manitoba.....	216,598	8,265,419	38.16	37.04	35.64	121.9	129.5	120.5	175.7	181.2	162.3										
Saskatchewan.....	101,179	3,883,914	38.39	36.55	35.50	122.3	125.3	118.9	177.1	172.7	159.0										
Alberta.....	42,529	1,588,852	37.36	36.50	35.12	117.0	124.8	112.2	168.9	176.0	151.8										
Alberta.....	72,890	2,792,653	38.31	37.96	36.10	124.2	138.3	127.7	177.9	196.3	172.8										
British Columbia	181,848	7,478,180	41.12	39.05	36.93	141.1	143.8	134.0	203.6	197.1	173.8										
CANADA	1,955,825	75,626,831	38.67	36.28	35.03	123.9	126.9	118.3	185.7	178.3	160.6										
(b) CITIES																					
Montreal.....	283,271	10,589,091	37.38	34.57	33.96	126.8	127.8	123.2	184.7	172.3	163.2										
Quebec City.....	28,403	897,218	31.59	29.73	28.76	114.5	116.0	100.6	171.5	163.5	137.8										
Toronto.....	264,204	10,510,707	39.78	37.09	35.45	127.9	129.7	120.7	190.1	173.7	159.1										
Ottawa.....	24,446	819,628	33.53	31.72	30.89	120.9	123.1	117.9	175.7	169.2	157.9										
Hamilton.....	63,163	2,578,341	40.82	38.13	36.30	116.7	116.9	109.8	173.5	162.3	145.1										
Windsor.....	29,312	1,218,390	41.57	37.88	42.90	89.9	116.3	106.0	100.3	118.2	120.7										
Winnipeg.....	65,206	2,316,292	35.52	33.47	32.64	126.4	130.4	123.6	175.9	171.0	158.3										
Vancouver.....	84,649	3,300,189	38.99	36.53	35.07	159.3	159.6	150.5	233.7	219.4	199.0										
Halifax.....	22,063	735,482	33.34	30.31	33.34	122.4	133.7	132.9	180.1	170.0	195.5										
Saint John.....	15,475	513,426	33.18	31.84	31.05	142.4	145.0	135.1	220.8	215.8	193.3										
Sherbrooke.....	10,449	345,545	33.07	27.84	29.72	115.7	116.2	111.8	184.0	155.5	159.7										
Three Rivers.....	10,368	395,464	38.14	35.90	32.98	125.1	126.5	119.3	184.2	175.3	152.2										
Kitchener-Waterloo.....	20,739	787,624	37.98	34.80	33.69	136.0	136.1	129.7	228.1	209.1	191.9										
London.....	25,998	939,374	36.70	34.49	32.61	142.9	143.4	138.9	206.2	194.4	177.3										
Fort William-Port Arthur.....	11,529	485,233	42.09	39.06	36.86	79.9	84.6	69.9	126.1	124.0	96.4										
Regina.....	10,330	355,433	34.41	33.73	31.51	122.3	132.4	116.2	177.6	188.5	158.4										
Saskatoon.....	7,560	256,542	33.93	32.86	30.81	144.7	153.3	137.4	223.6	229.3	192.4										
Calgary.....	20,726	768,250	37.07	35.28	33.38	130.5	134.9	121.2	190.1	187.1	160.5										
Edmonton.....	20,662	728,160	35.24	33.61	31.82	148.6	149.2	137.6	215.2	206.1	179.8										
Victoria.....	13,772	534,872	38.84	35.14	34.00	157.8	157.0	154.3	244.7	220.2	209.2										
(c) INDUSTRIES																					
Manufacturing.....	1,050,502	41,341,538	39.35	36.31	35.34	119.3	119.0	115.4	181.0	166.6	156.8										
Durable Goods ¹	486,512	20,248,783	41.62	38.31	37.91	115.2	116.3	110.7	170.0	158.0	149.1										
Non-Durable Goods.....	537,315	19,926,531	37.09	34.14	32.82	122.9	121.1	119.9	193.7	175.8	166.6										
Electric Light and Power.....	26,675	1,166,224	43.72	42.65	40.44	130.9	131.1	116.7	180.9	176.6	148.1										
Logging.....	119,712	4,648,856	38.83	39.11	31.78	248.3	261.7	237.3	483.9	513.6	378.3										
Mining.....	72,113	3,417,589	47.39	40.50	42.12	86.6	94.3	91.5	128.6	119.7	120.9										
Communications.....	45,635	1,637,085	35.87	35.66	33.61	173.4	172.8	159.6	226.0	224.0	196.8										
Transportation.....	172,476	7,869,236	45.63	45.07	44.10	135.0	141.0	130.9	188.3	194.2	176.3										
Construction and Maintenance.....	178,175	6,648,481	37.31	34.12	33.76	98.3	102.5	87.2	159.3	151.9	128.0										
Services ²	64,539	1,621,003	25.12	24.43	22.77	139.0	139.6	130.5	212.4	207.5	183.7										
Trade.....	252,673	8,443,043	33.41	32.23	30.47	135.6	147.2	126.3	191.0	200.0	161.8										
Eight Leading Industries	1,955,825	75,626,831	38.67	36.28	35.03	123.9	126.9	118.3	185.7	178.3	160.6										
Finance.....	83,593	3,137,374	37.53	37.36	36.49	136.8	136.6	130.4	177.0	175.8	164.7										
Nine Leading Industries	2,039,418	78,764,205	38.62	36.32	35.09	124.4	127.2	118.8	185.4	178.2	160.7										

(1) This classification comprises the following—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, with the exception of electric light and power.

(2) Mainly hotels and restaurants and laundry and dry cleaning plants.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(BASE: June 1, 1941=100)

(The latest figures are subject to revision)

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Earnings	Index Numbers of			Average Weekly Earnings
	Employment	Aggregate Weekly Payrolls	Average Weekly Earnings		Employment	Aggregate Weekly Payrolls	Average Weekly Earnings	
June 1, 1941	100.0	100.0	100.0	25.25	100.0	100.0	100.0	25.57
Feb. 1, 1945	117.2	146.4	127.3	32.15	128.0	162.6	129.3	33.06
Feb. 1, 1946	109.5	135.5	126.6	31.97	108.8	135.4	126.8	32.43
Jan. 1, 1947	118.5	149.9	129.3	32.64	113.5	141.5	126.7	32.40
Feb. 1, 1947	118.3	160.6	138.7	35.03	115.4	156.8	138.2	35.34
Mar. 1, 1947	118.1	163.0	141.0	35.61	115.8	159.5	140.0	35.81
April 1, 1947	118.3	163.9	141.5	35.73	116.3	160.8	140.7	35.98
May 1, 1947	117.6	163.7	142.1	35.89	116.5	162.7	141.8	36.27
June 1, 1947	120.8	168.5	142.6	36.00	117.6	165.9	143.3	36.64
July 1, 1947	124.1	173.8	143.2	36.15	119.4	167.7	142.6	36.47
Aug. 1, 1947	126.1	178.6	144.7	36.53	120.5	171.5	144.6	36.97
Sept. 1, 1947	126.5	180.3	145.6	36.76	121.0	173.3	145.3	37.16
Oct. 1, 1947	127.6	184.9	148.1	37.39	121.2	177.5	148.8	38.04
Nov. 1, 1947	129.5	189.7	149.7	37.79	122.1	181.2	150.6	38.52
Dec. 1, 1947	130.7	193.9	151.6	38.28	122.1	184.6	153.5	39.25
Jan. 1, 1948	126.9	178.4	143.7	36.28	119.0	166.6	142.0	36.31
Feb. 1, 1948	123.9	185.7	153.1	38.67	119.3	181.0	153.9	39.35

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average Calendar Year 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Feb. 1, 1932	89.7	99.9				85.9	92.7	91.3				77.5
Feb. 1, 1933	77.0	76.5				75.7	78.9	80.4				68.0
Feb. 1, 1934	91.4	101.3				88.5	95.3	84.7				84.1
Feb. 1, 1935	94.6	100.1				89.5	100.2	89.2				89.6
Feb. 1, 1936	98.4	102.2				95.2	102.4	93.7				94.1
Feb. 1, 1937	104.1	107.5				106.7	108.4	91.4				91.3
Feb. 1, 1938	110.4	112.3	76.0	116.4	109.6	114.5	116.2	91.7	91.1	89.0	94.4	96.4
Feb. 1, 1939	106.5	100.5	79.2	107.8	92.9	113.0	109.2	93.9	89.2	96.0	99.9	96.2
Feb. 1, 1940	114.4	118.4	85.1	124.9	112.5	116.0	120.2	100.8	96.2	98.0	109.6	100.0
Feb. 1, 1941	135.2	135.2	130.6	142.7	126.3	139.4	143.4	112.2	107.7	108.4	121.7	118.0
Feb. 1, 1942	165.4	178.8	115.1	202.4	153.4	176.7	173.3	126.8	123.3	109.9	143.2	140.5
Feb. 1, 1943	181.2	167.4	108.3	184.1	150.1	198.7	186.6	134.7	132.7	121.8	146.5	181.4
Feb. 1, 1944	183.2	177.1	126.8	189.9	163.9	198.5	184.8	145.1	139.6	129.5	163.8	188.0
Feb. 1, 1945	178.9	179.9	123.7	192.4	167.6	189.1	184.3	145.3	142.4	134.8	156.5	172.0
Feb. 1, 1946	167.2	165.7	122.2	172.3	159.9	170.4	173.9	145.7	140.1	136.2	160.4	159.8
Jan. 1, 1947	181.0	169.4	128.9	169.0	172.4	186.7	186.7	158.3	151.3	148.4	175.4	180.4
Feb. 1, 1947	180.7	168.0	124.7	172.3	165.2	186.2	187.6	154.6	148.3	142.9	171.7	180.8
Mar. 1, 1947	180.4	148.9	124.0	138.1	164.4	188.4	188.7	155.4	149.5	145.1	171.1	180.9
April 1, 1947	180.7	153.3	127.4	138.2	174.4	185.8	189.9	155.3	149.1	145.5	171.1	183.6
May 1, 1947	179.6	151.7	128.0	141.9	165.7	182.2	189.4	155.7	148.9	147.2	171.5	186.2
June 1, 1947	184.5	165.8	139.3	165.2	168.2	186.9	191.8	161.9	152.4	157.7	179.1	192.4
July 1, 1947	189.5	179.4	150.9	186.3	172.2	191.2	195.7	167.3	155.7	162.5	187.8	196.9
Aug. 1, 1947	192.6	183.9	157.0	188.2	180.1	195.0	196.7	172.1	159.1	167.5	194.8	204.2
Sept. 1, 1947	193.2	184.7	159.2	191.7	177.3	196.1	196.4	172.1	158.5	168.0	195.4	207.5
Oct. 1, 1947	194.8	188.2	162.7	196.5	179.2	199.3	199.6	166.8	155.7	163.1	186.1	206.0
Nov. 1, 1947	197.8	193.3	160.4	201.4	184.9	203.7	202.2	170.1	160.7	168.0	185.9	203.1
Dec. 1, 1947	199.6	192.3	164.3	193.9	192.0	205.6	205.0	171.7	161.8	168.4	189.0	202.6
Jan. 1, 1948	193.7	181.9	152.2	178.4	188.2	196.8	202.7	166.2	156.3	159.0	186.0	194.0
Feb. 1, 1948	189.2	178.7	170.2	178.7	179.1	193.7	198.4	156.4	152.5	149.1	167.1	190.3
Relative Weight of Employment by Provinces and Economic Areas as at February 1, 1948.	100.0	7.1	.2	3.9	3.0	29.9	42.6	11.1	5.2	2.2	3.7	9.3

Note.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision.)

Industries	Number of Employees Reported at Feb. 1, 1948	Aggregate Weekly Payrolls Reported at Feb. 1, 1948	Average Weekly Earnings Reported at			Index Numbers Based on June 1, 1941 as 100 p.c.		
						Employment		
			Feb. 1, 1948	Jan. 1, 1948	Feb. 1, 1947	Feb. 1, 1948	Jan. 1, 1948	Feb. 1, 1947
		\$	\$	\$	\$			
Manufacturing	1,050,502	41,341,538	39-35	36-31	35-34	119-3	119-0	115-4
Animal products—edible	44,910	1,710,834	38-09	36-13	34-52	130-1	132-0	127-4
Fur and products	3,959	144,743	36-56	35-93	31-37	127-4	127-0	115-0
Leather and products	31,663	946,055	29-88	27-19	27-07	110-5	106-9	116-9
Boots and shoes	19,422	553,988	28-52	25-92	26-18	106-7	104-0	112-4
Lumber and its products	77,117	2,684,768	34-81	31-88	31-33	118-4	117-3	111-0
Rough and dressed lumber	43,909	1,600,394	36-45	33-44	32-55	105-7	104-2	96-3
Furniture	16,071	544,134	33-86	30-88	29-88	155-0	150-9	148-9
Other lumber products	17,137	540,240	31-52	28-89	29-84	132-3	134-6	127-1
Plant products—edible	58,412	1,939,589	33-21	31-23	29-69	132-0	132-4	130-7
Pulp and paper products	111,563	4,990,039	44-73	42-08	39-37	138-7	137-6	129-8
Pulp and paper	48,127	2,482,897	51-59	49-84	44-80	131-9	132-0	122-6
Paper products	21,994	794,770	36-14	31-18	31-61	157-9	155-1	152-5
Printing and publishing	41,442	1,712,372	41-32	38-70	37-11	137-5	135-7	128-8
Rubber products	24,443	1,044,894	42-75	37-65	38-62	143-9	143-2	143-5
Textile products	158,514	4,909,890	30-97	26-83	27-31	113-2	109-3	108-2
Thread, yarn and cloth	58,566	1,924,146	32-85	28-61	28-45	110-6	108-5	105-4
Cotton yarn and cloth	22,426	719,154	32-07	27-79	27-85	91-3	89-0	88-2
Woolen yarn and cloth	15,693	506,375	32-27	27-54	27-29	114-2	111-8	108-0
Artificial silk and silk goods	15,201	519,840	34-20	30-42	29-90	137-6	136-3	130-8
Hosiery and knit goods	26,968	750,526	27-83	24-18	24-98	124-1	119-2	113-7
Garments and personal furnishings	56,008	1,669,015	29-80	25-50	26-90	115-7	110-1	110-1
Other textile products	16,972	566,203	33-36	29-09	28-30	98-7	95-1	103-1
Tobacco	12,180	379,865	31-19	24-43	26-97	137-0	131-4	141-8
Beverages	18,211	781,021	42-89	41-73	38-12	158-7	162-2	145-5
Chemicals and allied products	41,325	1,768,157	42-79	40-95	37-49	93-9	92-8	93-2
Clay, glass and stone products	20,677	830,637	40-17	36-93	34-87	134-6	135-3	134-4
Electric light and power	26,675	1,166,224	43-72	42-65	40-44	130-9	131-1	116-7
Electrical apparatus	52,857	2,154,816	40-77	39-55	36-13	168-6	169-5	155-5
Iron and steel products	285,783	12,401,090	43-39	39-35	40-13	106-7	108-8	104-7
Crude, rolled and forged products	38,720	1,802,689	46-56	43-21	42-64	132-5	130-3	123-5
Machinery (other than vehicles)	29,952	1,287,657	42-99	38-51	38-84	116-5	116-5	113-9
Agricultural implements	17,922	824,632	46-01	42-31	38-71	197-5	187-0	159-9
Land vehicles and aircraft	103,660	4,468,823	43-11	40-00	41-80	91-2	97-9	92-5
Automobiles and parts	36,516	1,603,433	43-91	38-78	42-78	93-3	114-5	100-7
Steel shipbuilding and repairing	21,409	922,660	43-10	36-68	39-18	109-4	109-3	118-4
Heating appliances	7,665	301,611	39-35	35-96	34-78	142-9	144-0	131-4
Iron and steel fabrications (n.e.s.)	11,482	504,363	43-93	40-38	41-02	98-7	96-6	85-4
Foundry and machine shop products	8,369	354,664	42-38	34-73	38-77	95-2	95-0	96-6
Other iron and steel products	46,604	1,943,991	41-71	36-46	37-14	103-6	103-0	103-5
Non-ferrous metal products	49,113	2,143,425	43-64	41-54	38-27	118-1	117-0	108-9
Non-metallic mineral products	15,001	718,060	47-87	45-89	41-62	117-3	118-5	115-5
Miscellaneous	18,099	627,431	34-67	31-43	30-78	137-9	133-5	144-1
Logging	119,712	4,648,856	38-83	39-11	31-78	248-3	261-7	237-3
Mining	72,113	3,417,589	47-39	40-50	42-12	86-6	94-3	91-5
Coal	17,103	768,490	44-93	36-74	41-69	67-8	97-5	106-8
Metallic ores	41,014	2,048,904	49-96	43-34	44-88	86-0	83-8	77-4
Non-metallic minerals (except coal)	13,996	600,195	42-88	38-99	34-84	131-6	131-6	116-0
Communications	45,635	1,637,085	35-87	35-66	33-61	173-4	172-8	159-6
Telegraphs	8,195	301,173	36-75	38-41	36-78	120-3	121-1	115-5
Telephones	36,912	1,314,809	35-62	34-95	32-86	189-7	188-6	173-2
Transportation	172,476	7,869,236	45-63	45-07	44-10	135-0	141-0	130-9
Street railways, cartage and storage	59,250	2,477,130	41-81	40-11	38-01	153-0	155-2	148-6
Steam railway operations	89,966	4,453,475	49-50	50-31	49-50	131-3	134-1	129-5
Shipping and stevedoring	23,260	938,631	40-35	38-55	37-67	106-2	128-3	95-3
Construction and Maintenance	178,175	6,648,481	37-31	34-12	33-76	98-3	102-5	87-2
Building	85,428	3,501,789	40-99	35-00	35-69	129-4	135-9	112-0
Highway	54,530	1,786,887	32-77	31-53	30-61	74-7	83-5	64-3
Railway	38,217	1,359,805	35-58	36-34	33-96	88-3	81-3	86-7
Services	64,539	1,621,003	25-12	24-43	22-77	139-0	139-6	130-5
Hotels and restaurants	42,450	1,010,565	23-81	23-51	22-01	145-8	147-5	135-7
Personal (chiefly laundries)	22,089	610,438	27-64	26-24	24-24	128-0	126-8	122-4
Trade	252,673	8,443,043	33-41	32-23	30-47	135-6	147-2	125-3
Retail	179,137	5,561,529	31-05	29-92	28-30	133-0	149-2	122-4
Wholesale	73,536	2,881,514	39-19	38-54	35-97	145-7	145-5	135-7
Eight Leading Industries	1,955,925	75,626,831	38-67	36-28	35-03	123-9	126-9	118-3
Finance	83,593	3,137,374	37-53	37-36	36-49	136-8	136-6	130-4
Banks and trust companies	47,011	1,554,673	33-07	32-87	32-85	144-7	144-7	138-5
Brokerage and stock market	3,814	175,036	45-89	45-82	42-93	162-8	161-2	175-1
Insurance	32,768	1,407,665	42-96	42-85	41-06	124-4	124-0	116-8
Total—Nine Leading Industries	2,039,418	78,764,205	38-62	36-32	35-09	124-4	127-2	118-8

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

Industries	February 1, 1948				Jan. 1, 1948		Feb. 1, 1947	
	Men		Women		Men	Women	Men	Women
	No.	No.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Manufacturing	811,406	239,096	77.2	22.8	77.6	22.4	76.7	23.3
Animal products—edible.....	36,824	8,086	82.0	18.0	82.1	17.9	81.0	19.0
Fur and products.....	2,497	1,462	63.1	36.9	61.6	38.4	63.0	37.0
Leather and products.....	19,631	12,032	62.0	38.0	62.6	37.4	61.2	38.8
Boots and shoes.....	11,191	8,231	57.6	42.4	58.1	41.9	58.0	42.0
Lumber and products.....	70,738	6,379	91.7	8.3	91.9	8.1	91.3	8.7
Rough and dressed lumber.....	41,506	2,403	94.5	5.5	94.5	5.5	94.3	5.7
Furniture.....	14,495	1,576	90.2	9.8	90.8	9.2	90.3	9.7
Other lumber products.....	14,737	2,400	86.0	14.0	86.5	13.5	85.6	14.4
Plant products—edible.....	39,065	19,347	66.9	33.1	66.5	33.5	67.4	32.6
Pulp and paper products.....	89,230	22,333	80.0	20.0	80.1	19.9	79.3	20.7
Pulp and paper.....	45,673	2,454	94.9	5.1	95.0	5.0	94.0	6.0
Paper products.....	14,060	7,934	63.9	36.1	64.0	36.0	62.4	37.6
Printing and publishing.....	29,497	11,945	71.2	28.8	71.1	28.9	71.0	29.0
Rubber products.....	18,237	6,206	74.6	25.4	74.6	25.4	73.7	26.3
Textile products.....	71,637	36,877	45.2	54.8	45.6	54.4	45.3	54.7
Thread, yarn and cloth.....	35,807	22,759	61.1	38.9	61.1	38.9	61.7	38.3
Cotton yarn and cloth.....	13,458	8,968	60.0	40.0	60.3	39.7	60.2	39.8
Woolen yarn and cloth.....	8,980	6,713	57.2	42.8	57.3	42.7	58.4	41.6
Artificial silk and silk goods.....	9,821	5,380	64.6	35.4	63.9	36.1	64.9	35.1
Hosiery and knit goods.....	9,742	17,226	36.1	63.9	35.9	64.1	36.8	63.2
Garments and personal furnishings.....	16,915	39,093	30.2	69.8	30.6	69.4	30.1	69.9
Other textile products.....	9,173	7,799	54.0	46.0	55.4	44.6	51.1	48.9
Tobacco.....	5,482	6,698	45.0	55.0	44.6	55.4	46.2	53.8
Beverages.....	15,723	2,488	86.3	13.7	86.2	13.8	85.2	14.8
Chemicals and allied products.....	31,472	9,853	76.2	23.8	75.7	24.3	73.8	26.2
Clay, glass and stone products.....	18,157	2,520	87.8	12.2	88.1	11.9	86.6	13.4
Electric light and power.....	23,726	2,949	88.9	11.1	89.1	10.9	88.5	11.5
Electrical apparatus.....	36,692	16,165	69.4	30.6	69.1	30.9	67.4	32.6
Iron and steel products.....	264,582	21,201	92.6	7.4	92.6	7.4	92.1	7.9
Crude, rolled and forged products.....	37,022	1,698	95.6	4.4	95.2	4.8	94.7	5.3
Machinery (other than vehicles).....	26,667	3,285	89.0	11.0	89.0	11.0	88.9	11.1
Agricultural implements.....	17,129	793	95.6	4.4	95.3	4.7	94.8	5.2
Land vehicles and aircraft.....	97,594	6,066	94.1	5.9	94.2	5.8	94.4	5.6
Automobiles and parts.....	31,957	4,559	87.5	12.5	89.1	10.9	89.4	10.6
Steel shipbuilding and repairing.....	20,761	648	97.0	3.0	96.9	3.1	95.5	4.5
Heating appliances.....	7,167	498	93.5	6.5	93.8	6.2	92.5	7.5
Iron and steel fabrications (n.e.s.).....	10,597	885	92.3	7.7	92.2	7.8	91.2	8.8
Foundry and machine shop products.....	7,940	429	94.9	5.1	94.9	5.1	94.2	5.8
Other iron and steel products.....	39,705	6,899	85.2	14.8	85.1	14.9	84.4	15.6
Non-ferrous metal products.....	41,911	7,202	85.3	14.7	85.6	14.4	84.2	15.8
Non-metallic mineral products.....	13,676	1,325	91.2	8.8	90.8	9.2	91.0	9.0
Miscellaneous.....	12,126	5,973	67.0	33.0	67.6	32.4	67.3	32.7
Logging	117,503	2,209	98.2	1.8	98.2	1.8	98.4	1.6
Mining	70,487	1,626	97.7	2.3	97.9	2.1	98.0	2.0
Coal.....	16,866	237	98.6	1.4	99.0	1.0	99.0	1.0
Metallic ores.....	40,209	805	98.0	2.0	98.0	2.0	98.0	2.0
Non-metallic minerals (except coal).....	13,412	584	95.8	4.2	95.9	4.1	95.6	4.4
Communications	21,806	23,829	47.8	52.2	47.3	52.7	45.2	54.8
Telegraphs.....	6,611	1,584	80.7	19.3	80.4	19.6	78.4	21.6
Telephones.....	14,800	22,112	40.1	59.9	39.5	60.5	37.2	62.8
Transportation	161,446	11,030	93.6	6.4	93.8	6.2	93.5	6.5
Street railways, cartage and storage.....	54,754	4,496	92.4	7.6	92.4	7.6	92.3	7.7
Steam railway operation.....	84,364	5,602	93.8	6.2	93.9	6.1	93.6	6.4
Shipping and stevedoring.....	22,328	932	96.0	4.0	96.2	3.8	96.4	3.6
Construction and Maintenance	174,568	3,607	98.0	2.0	98.0	2.0	97.8	2.2
Building.....	83,275	2,153	97.5	2.5	97.4	2.6	97.2	2.8
Highway.....	53,201	1,329	97.6	2.4	97.8	2.2	97.2	2.8
Railway.....	38,092	125	99.7	0.3	99.7	0.3	99.6	0.4
Services	30,559	33,980	47.3	52.7	47.6	52.4	45.5	54.5
Hotels and restaurants.....	21,120	21,330	49.8	50.2	50.0	50.0	48.8	51.2
Personal (chiefly laundries).....	9,439	12,650	42.7	57.3	42.8	57.2	39.2	60.8
Trade	153,068	99,605	60.6	39.4	57.4	42.6	59.1	40.9
Retail.....	96,758	82,379	54.0	46.0	50.4	49.6	52.4	47.6
Wholesale.....	56,310	17,226	76.6	23.4	76.7	23.3	76.2	23.8
Eight Leading Industries	1,540,843	414,982	78.8	21.2	78.6	21.4	78.4	21.6
Finance	44,160	39,433	52.8	47.2	52.8	47.2	54.1	45.9
Banks and trust companies.....	22,837	24,174	48.6	51.4	48.6	51.4	50.6	49.4
Brokerage and stock market operations.....	2,469	1,345	64.7	35.3	65.1	34.9	65.4	34.6
Insurance.....	18,854	13,914	57.5	42.5	57.6	42.4	58.2	41.8
All Industries	1,585,003	454,415	77.7	22.3	77.6	22.4	77.4	22.6

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

Week Preceding	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Dec. 1, 1944.....	46.3	46.9	45.5	70.5	77.9	60.4
Feb. 1, 1945.....	45.4	46.0	44.7	70.1	77.8	60.3
Feb. 1, 1946.....	44.1	44.4	43.8	68.1	75.2	61.3
*Jan. 1, 1947.....	38.1	38.0	38.1	76.3	83.3	69.4
Feb. 1, 1947.....	43.2	43.2	43.1	76.4	83.5	69.4
Mar. 1, 1947.....	43.4	43.6	43.2	77.1	84.2	69.9
Apr. 1, 1947.....	43.2	43.4	43.1	77.6	84.8	70.5
May 1, 1947.....	43.2	43.3	43.1	78.3	85.4	71.2
June 1, 1947.....	42.9	43.0	42.7	79.9	86.2	73.4
July 1, 1947.....	42.0	42.5	41.6	80.8	86.8	74.7
Aug. 1, 1947.....	42.5	42.6	42.3	81.3	87.7	74.8
Sept. 1, 1947.....	42.3	42.5	42.2	82.2	88.8	75.7
Oct. 1, 1947.....	43.1	43.5	42.6	83.4	90.6	76.2
Nov. 1, 1947.....	42.9	43.1	42.7	84.7	91.9	77.6
Dec. 1, 1947.....	43.5	43.8	43.2	85.6	92.8	78.3
*Jan. 1, 1948.....	38.3	38.5	38.1	86.6	92.9	80.0
Feb. 1, 1948.....	42.8	42.7	42.9	86.5	93.2	80.0

* The averages at this date were affected by loss of working time at the year-end holidays.

TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING

Week Preceding	All Manufactures(1)		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
Dec. 1, 1944.....	33.29	32.64	36.83	36.54	29.23	27.48
Feb. 1, 1945.....	32.98	31.83	36.44	35.79	29.06	26.95
Feb. 1, 1946.....	32.29	30.08	35.23	33.39	29.69	26.85
*Jan. 1, 1947.....	32.23	29.07	34.40	31.65	30.29	26.44
Feb. 1, 1947.....	35.22	33.00	37.91	36.07	32.82	29.91
Mar. 1, 1947.....	35.69	33.46	38.48	36.71	33.17	30.20
Apr. 1, 1947.....	35.87	33.52	38.59	36.80	33.38	30.39
May 1, 1947.....	36.13	33.83	38.83	36.98	33.67	30.69
June 1, 1947.....	36.52	34.28	38.91	37.07	34.32	31.11
July 1, 1947.....	36.34	33.94	38.71	36.89	34.18	31.08
Aug. 1, 1947.....	36.85	34.55	39.26	37.36	34.65	31.64
Sept. 1, 1947.....	37.05	34.77	39.49	37.74	34.83	31.95
Oct. 1, 1947.....	37.94	35.95	40.94	39.41	35.21	32.46
Nov. 1, 1947.....	38.42	36.34	41.26	39.70	35.86	33.14
Dec. 1, 1947.....	39.16	37.24	42.09	40.65	36.50	33.83
*Jan. 1, 1948.....	36.15	33.17	38.31	35.77	34.14	30.48
Feb. 1, 1948.....	39.24	37.02	41.62	39.80	37.09	34.32

(1) Exclusive of electric light and power.

* See footnote to Table C-6.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

	Average Hours Worked			Average Hourly Earnings (cents)		
	Feb. 1, 1948	Jan. 1, 1948	Feb. 1, 1947	Feb. 1, 1948	Jan. 1, 1948	Feb. 1, 1947
	Nova Scotia.....	44.8	40.0	44.8	79.3	78.4	71.9
New Brunswick.....	46.0	39.9	46.1	77.8	79.5	70.7
Quebec.....	44.3	39.4	45.0	78.7	78.6	69.1
Ontario.....	42.1	37.7	42.3	90.5	90.5	80.0
Manitoba.....	43.1	39.5	42.8	84.2	84.3	77.1
Saskatchewan.....	43.0	39.1	42.3	88.4	88.7	78.6
Alberta.....	42.8	40.0	42.6	86.4	85.6	76.0
British Columbia.....	38.9	34.9	39.8	105.3	105.4	91.8
Montreal.....	42.5	37.4	42.9	82.8	82.6	74.1
Toronto.....	40.9	36.9	40.6	91.5	90.2	79.8
Hamilton.....	42.4	39.4	42.8	95.3	94.9	83.7
Winnipeg.....	42.6	39.0	42.2	83.4	83.7	76.6
Vancouver.....	38.5	33.6	39.0	103.3	102.9	91.9

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY
(The latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages			Wage-Earners ⁽²⁾ Working Hours Shown in Col. 1
	Feb. 1, 1948	Jan. 1, 1948	Feb. 1, 1947	Feb. 1, 1948	Jan. 1, 1948	Feb. 1, 1947	Feb. 1, 1948	Jan. 1, 1948	Feb. 1, 1947	
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$	
Manufacturing	42-8	38-3	43-2	86-5	86-6	76-4	37-02	33-17	33-00	770,537
* Durable manufactured goods	42-7	38-5	43-2	93-2	92-9	83-5	39-50	35-77	36-07	381,664
Non-durable manufactured goods	42-9	38-1	43-1	80-0	80-0	69-4	34-32	30-48	29-91	388,873
Animal products—edible	42-6	38-8	42-1	85-8	86-0	75-1	36-55	33-37	31-62	24,135
Dairy products	46-8	45-8	47-0	72-4	71-6	64-9	33-88	32-79	30-50	5,321
Meat products	41-8	37-6	40-8	94-1	93-8	82-0	39-33	35-27	33-46	16,049
Leather products	40-4	35-8	42-3	69-3	68-8	60-3	28-00	24-63	25-51	23,199
Leather boots and shoes	40-4	35-7	42-8	65-6	65-1	57-0	26-50	23-24	24-40	14,381
* Lumber products	41-5	36-8	42-9	81-0	81-4	70-0	33-62	29-96	30-03	62,462
Rough and dressed lumber	40-6	36-2	42-3	86-0	86-4	74-1	34-92	31-28	31-34	34,534
Containers	42-3	37-9	43-1	77-1	78-5	66-6	32-61	29-75	28-70	7,609
Furniture	42-7	37-7	43-2	76-3	76-7	66-3	32-58	28-92	28-64	13,532
* Musical instruments	44-5	40-3	43-8	73-7	73-2	64-3	32-80	29-50	28-16	861
Plant products—edible	42-1	38-2	42-4	69-3	69-5	61-5	29-18	26-55	26-08	40,381
Flour and other milled products	42-1	37-8	45-6	84-1	84-4	72-8	35-41	31-90	33-20	5,738
Fruit and vegetable preserving	41-0	32-8	41-3	63-7	63-8	56-8	26-12	20-80	23-46	7,365
Bread and bakery products	42-6	41-6	42-8	66-5	67-0	59-0	28-33	27-87	25-25	12,953
Chocolate and cocoa products	40-6	34-8	40-0	60-2	58-6	53-7	24-44	20-39	21-48	6,369
Pulp and paper products	45-5	42-1	46-0	95-2	95-1	81-3	43-32	40-04	37-40	82,206
Pulp and paper	49-4	47-1	49-8	100-7	101-1	85-6	49-75	47-62	42-63	41,425
Paper products	42-9	35-5	43-2	76-7	75-5	64-9	32-90	26-80	28-04	16,784
Printing and publishing	40-7	38-0	41-3	97-3	97-4	84-4	39-60	35-99	34-86	23,997
Rubber products	43-2	37-5	44-9	95-2	93-7	85-5	41-13	35-14	38-39	19,977
Textile products	41-8	35-3	42-0	68-3	67-0	59-5	28-55	23-65	24-99	127,225
Thread, yarn and cloth	44-5	38-3	45-1	69-1	67-4	58-4	30-75	25-81	26-34	52,996
Cotton yarn and cloth	43-4	38-0	45-1	70-5	67-2	58-3	30-60	25-54	26-29	20,929
Woolen yarn and cloth	44-4	37-0	43-9	68-0	66-8	57-5	30-19	24-72	25-24	13,868
Silk and artificial silk goods	46-5	40-0	45-9	68-0	68-0	59-2	31-62	27-20	27-17	13,671
Hosiery and knit goods	41-8	35-7	41-7	63-1	62-6	56-4	26-38	22-35	23-52	22,580
Garments and personal furnishings	38-2	31-0	38-5	68-9	67-4	62-0	26-32	20-89	23-87	38,693
Tobacco	42-6	29-3	42-4	65-8	65-8	56-9	28-03	19-28	24-13	9,686
Beverages	43-3	41-3	43-1	87-4	86-7	76-8	37-84	35-81	33-10	12,441
Distilled and malt liquor	43-3	40-3	42-6	90-6	90-1	78-5	39-23	36-31	33-44	10,475
Chemicals and allied products	43-5	41-3	43-3	87-8	87-3	75-4	38-19	36-05	32-65	24,686
Drugs and medicines	40-8	39-7	42-0	73-1	72-3	66-5	29-82	28-70	27-93	3,899
Clay, glass and stone products	45-2	41-2	44-8	85-1	84-3	73-7	38-47	34-73	33-02	17,036
Glass products	46-0	42-4	44-7	81-1	80-6	71-0	37-31	34-17	31-74	5,775
Lime, gypsum and cement products	45-3	40-2	44-1	85-1	83-9	75-1	38-55	33-73	33-00	4,276
Electrical apparatus	40-4	38-9	41-0	94-0	93-2	80-6	37-98	36-25	33-05	39,032
Heavy electrical apparatus ¹	42-8	41-9	39-7	102-6	100-9	88-9	43-91	42-28	35-29	9,993
Iron and steel products	43-1	38-3	43-4	96-9	96-4	88-7	41-76	36-92	38-50	223,473
Crude, rolled and forged products	45-5	42-1	45-6	100-4	99-5	91-4	45-68	41-89	41-60	34,084
Primary iron and steel	45-6	42-6	46-0	102-2	101-2	93-1	46-60	43-11	42-83	27,069
Machinery (other than vehicles)	44-8	39-2	44-8	92-4	90-9	81-3	41-40	35-63	36-42	22,422
Agricultural implements	44-4	40-6	42-5	103-2	98-8	88-0	45-82	40-11	37-40	14,879
Land vehicles and aircraft	41-7	37-4	42-5	99-3	100-3	95-5	41-41	37-55	40-59	75,068
Railway rolling stock	44-3	43-7	43-7	96-1	95-2	93-6	42-57	41-60	40-90	39,572
Automobiles and parts	37-5	32-1	40-6	106-2	109-0	100-0	39-83	34-99	40-60	28,697
Aeroplanes and parts	44-1	29-6	44-6	93-7	94-2	88-9	41-32	27-88	39-65	6,016
Steel shipbuilding and repairing	41-2	35-3	41-8	99-3	97-5	90-6	40-91	34-42	37-87	18,296
Iron and steel fabrication n.e.s.	42-4	38-0	42-4	93-3	93-4	85-4	39-56	35-49	36-21	8,728
Hardware, tools and cutlery	43-4	38-4	44-8	87-4	86-0	75-7	37-93	33-02	33-91	10,272
Foundry and machine shop products	43-4	34-4	43-9	95-5	93-8	85-7	41-45	32-27	37-62	6,614
Sheet metal work	42-1	35-8	42-7	88-8	86-4	77-1	37-38	30-93	32-92	11,649
* Non-ferrous metal products	43-5	41-1	43-8	94-2	94-4	82-0	40-98	38-80	35-92	38,800
Preparation of non-ferrous metallic ores	44-0	42-7	43-9	103-5	103-3	89-6	45-54	44-11	39-33	10,657
Aluminum and its products	44-8	43-9	44-8	94-6	94-3	83-5	42-38	41-47	37-41	10,316
Brass and copper mfg.	42-9	39-3	41-1	91-5	91-7	81-1	39-25	36-04	35-00	9,925
Non-metallic mineral products	42-9	40-5	42-6	103-7	102-0	88-2	44-49	41-31	37-57	9,866
Petroleum and its products	41-2	39-0	40-3	112-9	111-3	98-9	46-51	43-41	39-86	5,987
Miscellaneous manufactured products	41-5	36-7	41-6	76-5	77-1	66-4	31-75	28-30	27-62	15,071
Mining	43-8	36-6	43-3	104-5	104-1	94-0	45-77	38-10	40-70	60,931
Coal	40-0	30-5	40-1	109-9	115-3	102-3	43-96	35-17	41-02	14,793
Metallic ores	45-5	39-0	45-6	105-9	104-3	94-1	48-18	40-68	42-91	35,484
Non-metallic minerals (except coal)	43-9	41-6	44-1	92-8	86-4	74-1	40-74	35-94	32-68	10,654
Local Transportation²	45-4	43-7	46-8	91-1	90-8	81-1	41-36	39-68	37-95	29,792
Building Construction	40-1	33-8	38-9	98-8	96-6	87-6	39-62	32-65	34-08	70,711
Highway Construction	39-1	35-6	43-4	77-3	76-0	67-3	30-22	27-06	29-21	29,129
Services (as indicated below)	42-6	41-2	42-6	55-8	55-8	50-9	23-77	22-99	21-68	33,671
Hotels and restaurants	43-6	43-1	43-6	54-6	54-4	51-0	23-81	23-45	22-24	23,335
Personal (chiefly laundries)	40-6	37-6	41-0	58-4	59-1	50-7	23-71	22-22	20-79	11,336

* Industries classed in the durable manufactured industries.

¹ Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows: Dec. 1, 1947, 185-2; Jan. 1, 1948, 191-5; Feb. 1, 1948, 194-7; Feb. 1, 1947, the index was 168-6.

² Chiefly street and electric railways.

³ For information respecting the sex distribution of persons in recorded employment, see Table C-5.

TABLE C-10.— EARNINGS, HOURS, AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

(SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S.; Real Wages computed by Research and Statistics)

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
Week preceding		¢	\$			
January 1, 1945	46.1*	70.0	32.27*	106.8	96.0	111.3
February 1, 1945	45.4	70.1	31.83	105.3	96.0	109.7
March 1, 1945	45.8	70.1	32.11	106.3	96.0	110.7
April 1, 1945	45.6*	70.4	32.10*	106.2	96.0	110.6
May 1, 1945	45.5	70.5	32.08	106.2	96.3	110.3
June 1, 1945	44.3	70.3	31.14	103.0	96.8	106.4
July 1, 1945	44.3	70.1	31.05	102.7	97.3	105.5
August 1, 1945	44.3	69.5	30.79	101.9	97.5	104.5
September 1, 1945	44.1	69.2	30.52	101.9	97.0	104.1
October 1, 1945	44.7	67.8	30.31	100.3	96.8	103.6
November 1, 1945	44.9	67.5	30.31	100.3	97.0	103.4
December 1, 1945	44.8	67.0	30.02	99.3	97.2	102.2
January 1, 1946	44.2*	67.9	30.01*	99.3	97.0	102.4
February 1, 1946	44.1	68.1	30.03	99.4	97.0	102.5
March 1, 1946	44.0	67.9	29.88	98.9	97.2	101.7
April 1, 1946	44.4	68.4	30.37	100.5	97.7	102.9
May 1, 1946	43.0	68.9	29.63	98.0	98.7	99.3
June 1, 1946	42.0	69.1	29.02	96.0	100.0	96.0
July 1, 1946	42.4	70.0	29.68	98.2	101.2	97.0
August 1, 1946	43.0	70.0	30.10	99.6	101.6	98.0
September 1, 1946	42.7	70.6	30.15	99.8	101.5	98.3
October 1, 1946	42.9	71.4	30.63	101.4	102.6	98.8
November 1, 1946	42.4	72.9	30.91	102.3	102.8	99.5
December 1, 1946	43.2	74.5	32.18	106.5	102.8	103.6
January 1, 1947	42.7*	76.2	32.54*	107.7	102.8	104.8
February 1, 1947	43.1	76.3	32.89	108.8	103.4	105.2
March 1, 1947	43.4	77.1	33.46	110.7	104.3	106.1
April 1, 1947	43.2	77.6	33.52	110.9	105.7	104.9
May 1, 1947	43.2	78.3	33.83	111.9	107.7	103.9
June 1, 1947	42.9	79.9	34.28	113.4	109.1	103.9
July 1, 1947	42.0	80.8	33.94	112.3	110.0	102.1
August 1, 1947	42.5	81.3	34.55	114.3	110.5	103.4
September 1, 1947	42.3	82.2	34.77	115.1	112.8	102.0
October 1, 1947	43.1	83.4	35.95	119.0	115.0	103.5
November 1, 1947	42.9	84.7	36.34	120.3	116.2	103.5
December 1, 1947	43.5	85.5	37.19	123.1	118.1	104.2
January 1, 1948	43.2*	86.1	37.13*	122.9	120.0	102.4
February 1, 1948 (1)	42.8	86.5	37.02	122.5	121.4	100.9

* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, — \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03. January 1, 1948, 38.3 hours, \$33.17.

(1) Latest figures subject to revision.

NOTE.—Average Real Weekly Earnings were computed by dividing the index of the cost-of-living into an index of the average weekly earnings, both indices having been calculated on a similar base (Average 1946=100).

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH
(SOURCE: Form UIC 757)

Month	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
April, 1945	95,901	44,305	140,206	53,951	27,761	81,712
April, 1946	46,552	36,195	82,747	217,491	48,937	266,428
April, 1947	43,010	38,725	81,735	145,906	35,448	181,354
May, 1947	53,484	38,706	92,190	122,771	34,192	156,963
June, 1947	62,770	39,870	102,640	94,170	32,311	126,481
July, 1947	59,921	35,263	95,184	80,985	33,514	114,499
August, 1947	58,862	31,219	90,081	69,314	29,577	98,891
September, 1947	70,356	40,212	110,568	60,069	25,862	85,931
October, 1947	73,892	35,430	109,322	58,736	28,535	87,271
November, 1947	65,184	27,750	92,934	64,730	31,099	95,829
December, 1947	35,947	22,325	58,272	82,990	33,584	116,574
January, 1948	23,515	17,151	40,666	111,304	31,108	142,412
February, 1948	18,171	16,007	34,178	142,783	43,951	186,734
March, 1948(1)	16,416	15,784	32,200	155,249	45,105	200,354
April, 1948(1)	20,475	17,800	38,275	150,032	43,767	193,799

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT FEBRUARY 26, 1948
(SOURCE: Form UIC 751)

Industry	Male	Female	Total	Change from January 29, 1948	
				Absolute	Per-centage
Agriculture, and Fishing	703	153	856	+ 285	+ 49.9
Logging	1,426	9	1,435	-2,626	- 64.7
Pulpwood.....	812	4	816	-2,144	- 72.4
Lumber.....	409	4	413	- 514	- 55.4
Other logging.....	205	1	206	+ 32	+ 18.4
Mining	803	12	815	+ 289	+ 54.9
Coal.....	300	1	301	+ 176	+140.8
Metallic ores—					
Iron.....	25	1	26	+ 16	+160.0
Gold.....	279	3	282	+ 62	+ 28.2
Nickel.....	128	.....	128	+ 66	+106.5
Other metallic ores and non-metallic minerals.....	41	1	42	- 41	- 49.4
Prospecting and oil producing.....	30	6	36	+ 10	+ 38.5
Manufacturing	5,070	6,487	11,557	- 464	- 3.9
Food and kindred products.....	423	427	850	- 8	- 1.0
Textiles, apparel, etc.....	662	4,308	4,970	- 694	- 12.3
Lumber and finished lumber products.....	874	157	1,031	+ 104	+ 11.2
Pulp and paper products and printing.....	499	292	791	- 79	- 9.1
Chemicals and allied products.....	230	165	395	+ 4	+ 1.0
Products of petroleum and coal.....	58	7	65	+ 2	+ 3.2
Rubber products.....	37	76	113	- 59	- 34.3
Leather and products.....	116	386	502	+ 74	+ 17.3
Stone, clay, glass products.....	199	20	219	- 16	- 6.8
Iron and steel products.....	478	65	548	+ 5	+ 0.9
Non-ferrous metals and products.....	284	120	404	+ 67	+ 19.9
Machinery.....	308	49	357	- 115	- 24.4
Electrical equipment and products.....	184	183	367	+ 64	+ 21.1
Transportation equipment and other manufacturing.....	718	232	950	+ 171	+ 22.0
Construction	1,985	42	2,027	- 131	- 6.1
Transportation and Storage	851	82	933	+ 249	+ 36.4
Communication and Other Public Utilities	438	330	768	- 213	- 21.7
Trade	1,909	1,848	3,757	+ 129	+ 3.6
Wholesale.....	675	414	1,089	- 21	- 1.9
Retail.....	1,234	1,434	2,668	+ 150	+ 6.0
Finance, Insurance, Real Estate	1,028	799	1,827	+ 121	+ 7.1
Service	2,262	6,059	8,321	+ 454	+ 5.8
Public.....	548	593	1,141	- 194	- 14.5
Domestic.....	46	2,523	2,569	+ 62	+ 2.5
Personal.....	780	2,616	3,396	+ 457	+ 15.5
Other service.....	888	327	1,215	+ 129	+ 11.9
All Industries	16,475	15,821	32,296	-1,907	- 5.6

TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT FEBRUARY 26, 1948

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,169	450	1,629	4,068	783	4,851
Clerical Workers.....	1,301	3,123	4,424	7,519	11,448	18,967
Sales Workers.....	1,994	1,028	3,022	4,448	7,304	11,752
Personal and Domestic Service Workers.....	685	4,684	5,369	13,106	8,468	21,574
Seamen.....	63	.....	63	2,425	11	2,436
Agriculture and Fishing.....	728	28	756	2,492	755	3,247
Skilled and Semiskilled Workers.....	7,825	4,261	12,086	61,940	7,566	69,506
Food and kindred products.....	118	27	145	1,444	977	2,421
Textiles, clothing, etc.....	450	3,325	3,775	796	3,117	3,913
Lumber and wood products.....	1,679	10	1,689	3,165	82	3,247
Pulp, paper and printing.....	201	86	287	331	223	554
Leather and products.....	64	226	290	1,289	412	1,701
Stone, clay and glass products.....	66	2	68	230	23	253
Metalworking.....	999	16	1,015	7,208	438	7,646
Electrical.....	171	27	198	964	384	1,348
Transportation equipment, n.e.c.....	45	.....	45	457	105	562
Mining.....	628	.....	628	879	.....	879
Construction.....	1,321	.....	1,321	19,825	1	19,826
Transportation (except seamen).....	418	5	423	10,722	33	10,755
Communication and public utility.....	89	.....	89	273	4	277
Trade and service.....	204	246	450	1,306	625	1,931
Other skilled and semiskilled.....	1,163	221	1,384	8,363	927	9,290
Foremen.....	76	16	92	1,096	101	1,197
Apprentices.....	133	54	187	3,592	114	3,706
Unskilled Workers.....	2,651	2,200	4,851	59,251	8,770	68,021
Food and tobacco.....	74	250	324	2,023	2,225	4,248
Lumber and lumber products.....	304	46	350	2,544	236	2,780
Metalworking.....	213	41	254	1,801	172	1,973
Construction.....	501	.....	501	11,094	.....	11,094
Other unskilled workers.....	1,559	1,863	3,422	41,789	6,137	47,926
Total.....	16,416	15,784	32,200	155,249	45,105	200,354

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF FEBRUARY, 1948

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place-ments
Agriculture and fishing.....	347	252	192
Logging.....	1,056	769	640
Mining.....	302	205	134
Manufacturing.....	4,651	4,814	2,795
Food and kindred products.....	538	611	312
Textiles, apparel, etc.....	1,013	913	513
Lumber and finished lumber products.....	486	486	302
Pulp and paper products and printing.....	360	375	217
Chemicals and allied products.....	205	216	127
Products of petroleum and coal.....	39	49	26
Rubber products.....	65	72	41
Leather and products.....	183	156	88
Stone, clay and glass products.....	107	124	67
Iron and steel and products.....	334	401	232
Non-ferrous metals and products.....	184	184	111
Machinery.....	231	268	146
Electrical equipment and products.....	210	228	120
Transportation equipment and other manufacturing.....	696	731	493
Construction.....	1,542	1,419	1,042
Transportation and storage.....	725	752	476
Communication and other public utilities.....	327	208	116
Trade.....	2,156	2,492	1,256
Finance, insurance, real estate.....	432	390	185
Service.....	4,652	4,490	2,887
All industries.....	16,190	15,791	9,723

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
JANUARY 30, TO February 26, 1948**

(SOURCE UIC 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Prince Edward Island	172	90	602	198	94	34	1,991
Charlottetown.....	112	59	406	137	66	21	1,376
Summerside.....	60	31	196	61	28	13	615
Nova Scotia	1,974	946	7,083	2,159	1,118	153	15,721
Amherst.....	44	1	210	54	43	1	638
Bridgewater.....	41	23	251	48	25	.....	564
Dartmouth.....	135	.....	207	127	138	10	.....
Halifax.....	1,077	692	2,718	1,051	454	70	4,103
Inverness.....	17	7	180	17	16	.....	462
Kentville.....	64	37	577	75	34	2	1,353
Liverpool.....	8	5	127	6	4	1	462
New Glasgow.....	185	41	855	241	143	24	1,648
Pictou.....	21	1	88	26	20	.....	365
Springhill.....	3	1	62	11	1	.....	277
Sydney.....	258	77	1,057	327	161	43	3,959
Truro.....	109	41	294	163	73	2	488
Yarmouth-Shelburne.....	12	20	457	13	6	.....	1,402
New Brunswick	1,622	804	4,844	1,640	1,086	199	8,652
Bathurst.....	97	20	376	86	77	.....	700
Campbellton.....	101	23	387	130	65	31	646
Edmundston.....	13	7	256	27	8	6	425
Fredericton.....	112	34	267	122	83	7	437
Minto.....	95	29	121	95	91	.....	125
Moncton.....	472	298	1,370	554	328	30	2,869
Newcastle.....	26	5	242	14	9	.....	476
Saint John.....	586	304	1,512	482	339	121	2,433
St. Stephen.....	15	52	89	17	10	.....	224
Sussex.....	53	20	100	68	39	2	139
Woodstock.....	52	12	124	45	37	2	178
Quebec	12,942	8,928	31,917	11,349	5,961	585	57,658
Asbestos.....	74	42	201	34	27	.....	276
Beauharnois.....	62	13	185	59	55	.....	361
Buckingham.....	92	57	127	78	35	.....	388
Causapsal.....	5	10	166	5	13	.....	350
Chandler.....	87	22	305	.....	.....	.....	646
Chicoutimi.....	162	85	507	161	100	.....	716
Coaticook.....	87	99	181	67	59	.....	278
Dolbeau.....	20	55	64	10	6	.....	146
Drummondville.....	148	102	355	132	64	.....	953
East Angus.....	44	35	111	52	33	2	210
Farnham.....	81	102	79	49	26	6	124
Granby.....	101	57	329	143	75	3	439
Hull.....	223	150	843	190	88	2	1,810
Joliette.....	62	29	361	62	25	1	1,026
Jonquiere.....	19	7	346	35	8	.....	594
Lachute.....	63	36	125	65	46	.....	242
La Malbaie.....	68	42	187	35	29	.....	662
La Tuque.....	91	22	271	79	53	7	360
Levis.....	155	133	415	121	81	.....	1,397
Louiseville.....	28	24	77	15	15	.....	325
Magog.....	94	20	156	95	44	.....	257
Matane.....	513	164	224	20	15	.....	467
Megantic.....	34	8	180	30	26	.....	305
Mount Laurier.....	11	164	74	17	13	.....	120
Montmagny.....	35	41	200	22	20	.....	406
Montreal.....	7,213	5,786	13,394	5,922	3,126	453	19,387
Plessisville.....	39	43	77	35	18	4	137
Port Alfred.....	5	2	134	7	3	1	276
Quebec.....	1,187	565	3,605	1,596	643	20	8,953
Richmond.....	71	57	65	41	28	5	88
Rimouski.....	39	45	190	45	17	.....	534
Riviere du Loup.....	13	18	331	12	16	.....	896
Rouyn.....	176	72	520	188	86	1	627
Ste. Agathe.....	107	34	212	118	87	.....	343
Ste. Anne de Bellevue.....	32	16	178	42	17	.....	315
Ste. Therese.....	65	71	282	60	55	.....	702
St. Georges de Beauce.....	24	17	209	75	26	.....	277
St. Hyacinthe.....	193	136	344	152	42	39	782
St. Jean.....	126	102	1,703	112	69	.....	499
St. Jerome.....	100	28	358	80	70	3	745
St. Joseph d'Alma.....	13	6	163	13	3	7	364
Shawinigan Falls.....	252	20	677	275	221	.....	1,525
Sherbrooke.....	321	137	645	336	147	25	731
Sorel.....	23	5	515	41	20	.....	2,525
Thetford Mines.....	104	44	393	155	64	2	704
Three Rivers.....	194	100	999	245	52	4	2,691
Val d'Or.....	109	64	251	54	57	.....	292
Valleyfield.....	115	35	395	124	93	.....	959
Victoriaville.....	62	6	208	45	45	.....	448

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
JANUARY 30, TO FEBRUARY 26, 1948—Continued**

(SOURCE UIC 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Ontario	30,595	16,762	45,850	28,902	15,082	2,552	54,793
Arnprior	115	45	110	112	103		120
Barrie	198	19	208	237	184		228
Belleville	259	112	381	316	146		476
Bracebridge	75	17	198	93	71		262
Brampton	76	80	120	61	39		135
Brantford	473	222	860	460	253	18	819
Brockville	124	22	154	134	102		208
Carleton Place	14	5	88	19	15		152
Chatham	222	56	578	214	97	56	961
Cobourg	55	20	149	60	48	3	166
Collingwood	32	23	102	20	11		382
Cornwall	308	61	681	317	225	53	1,287
Dunnville	28	16	83	24	18		172
Fergus	37	38	45	26	19		39
Fort Erie	93	8	127	113	81	6	270
Fort Frances	166	97	147	92	57	9	148
Fort William	322	106	772	322	193		903
Galt	331	320	260	164	114		225
Gananoque	26	6	56	26	10	14	121
Goderich	100	57	76	85	68	2	187
Guelph	286	148	426	330	146	1	400
Hamilton	2,341	1,160	3,523	3,122	1,145	338	3,629
Hawkesbury	29	20	207	35	20		510
Ingersoll	129	56	179	141	117		87
Kapuskasing	34	13	58	23	21		46
Kenora	38	100	87	19	46		154
Kingston	373	109	648	449	248	35	957
Kirkland Lake	272	82	508	294	152	18	540
Kitchener-Waterloo	794	539	548	532	290	24	411
Leamington	66	31	289	90	30	12	415
Lindsay	83	56	198	82	39	2	353
Listowel	26	39	50	28	13		100
London	1,443	804	1,988	1,615	798	135	1,495
Midland	48	20	145	63	33	8	399
Napanee	28	7	116	28	21		280
Newmarket	36	32	135	45	17	2	257
New Toronto	395	159	791	365	292	5	960
Niagara Falls	199	102	448	198	111	11	801
North Bay	298	121	388	292	185	25	319
Orrilla	179	52	313	173	99	29	603
Oshawa	342	148	1,124	428	214	37	1,741
Ottawa	1,399	599	2,423	1,285	568	194	3,894
Owen Sound	119	84	293	156	50	8	528
Parry Sound	45	23	110	36	18		229
Pembroke	322	125	402	300	199	2	235
Pertth	114	32	164	113	89	13	169
Peterborough	307	109	571	369	226		1,003
Pictou	113	19	97	91	46	2	214
Port Arthur	1,174	546	842	455	489		808
Port Colborne	71	24	162	76	59	4	378
Port Hope	53	18	74	85	56	1	55
Prescott	17	32	58	14	8		174
Renfrew	69	21	137	97	54	3	173
St. Catharines	404	161	1,047	408	259	2	1,777
St. Thomas	173	117	276	158	42	21	327
Sarnia	213	118	1,058	201	115	4	1,354
Sault Ste. Marie	229	143	356	261	172		364
Simcoe	59	140	314	57	30	3	439
Smiths Falls	172	38	133	206	133	6	171
Stratford	206	96	277	231	81	89	211
Sturgeon Falls	28	2	124	33	26		246
Sudbury	655	365	1,244	600	368	56	1,034
Tillsonburg	10	10	84				101
Timmins	360	142	725	408	283	16	941
Toronto	11,860	7,820	13,201	9,696	4,795	1,086	11,261
Trenton	149	28	214	196	103	25	362
Walkerton	49	52	69	63	16		169
Wallaceburg	50	29	333	37	28		308
Welland	307	166	493	392	200	7	625
Weston	250	82	311	255	152		282
Windsor	973	331	2,738	1,234	429	166	5,103
Woodstock	152	162	156	142	97	1	140
Manitoba	3,904	1,573	8,578	4,669	1,766	1,053	12,499
Brandon	268	180	492	288	175	3	804
Dauphin	34	19	169	22	17	1	290
Flin Flon	65	14	87	63	43	5	60
Portage la Prairie	69	61	221	75	37	7	517
Selkirk	9	15	97	9	7		252
The Pas	35	18	58	31	20	3	82
Winnipeg	3,424	1,266	7,454	4,181	1,472	1,034	10,494

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
JANUARY 30, TO FEBRUARY 26, 1948—Concluded**

(Source: UIC 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Saskatchewan	1,881	810	4,315	2,209	967	272	8,599
Estevan.....	63	21	81	54	37	5	120
Moose Jaw.....	157	62	535	196	69	24	995
North Battleford.....	73	29	163	90	40	14	496
Prince Albert.....	143	61	518	182	88	11	952
Regina.....	894	296	1,386	1,074	490	125	2,196
Saskatoon.....	428	241	1,046	506	167	81	2,364
Swift Current.....	27	21	255	27	16	.....	567
Weyburn.....	28	14	90	37	25	1	257
Yorkton.....	68	65	241	43	35	11	651
Alberta	4,511	1,558	7,388	4,607	2,463	601	9,314
Blairmore.....	165	144	118	10	7	.....	112
Calgary.....	1,320	496	2,523	1,560	707	284	3,721
Drumheller.....	28	20	105	16	13	.....	167
Edmonton.....	2,259	560	3,593	2,592	1,348	309	3,716
Edson.....	332	162	118	91	167	.....	48
Lethbridge.....	164	58	537	127	89	4	1,008
Medicine Hat.....	79	33	206	74	51	4	369
Red Deer.....	164	85	188	137	81	.....	173
British Columbia	7,158	1,990	18,358	7,432	4,056	850	31,617
Chilliwack.....	90	24	309	84	60	8	836
Courtenay.....	10	10	438	7	4	.....	1,044
Cranbrook.....	12	6	191	14	8	.....	353
Dawson Creek.....	71	8	90	58	80	.....	72
Duncan.....	178	84	282	126	110	2	435
Kamloops.....	87	26	236	44	46	.....	438
Kelowna.....	32	4	227	28	20	1	819
Nanaimo.....	88	101	281	111	59	10	501
Nelson.....	80	22	296	76	45	.....	544
New Westminster.....	360	177	1,573	410	176	37	3,480
North Vancouver.....	485	17	753	536	459	.....	742
Penticton.....	33	14	250	51	17	4	793
Port Alberni.....	220	50	282	162	99	4	297
Prince George.....	533	54	556	543	494	13	194
Prince Rupert.....	72	9	194	90	62	2	643
Princeton.....	37	4	57	25	19	5	78
Trail.....	64	32	214	71	33	1	407
Vancouver.....	3,803	984	10,177	4,034	1,773	670	16,835
Vernon.....	96	41	245	84	55	2	712
Victoria.....	701	301	1,609	784	363	81	2,271
Whitehorse.....	106	22	98	94	74	10	123
Canada	64,759	33,461	128,935	63,165	32,593	6,299	200,841
Males.....	39,577	17,284	93,214	38,053	22,108	2,617	155,668
Females.....	25,182	16,177	35,721	25,112	10,485	3,682	45,176

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1933-1948

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1938.....	584,727	197,937	782,664	275,338	106,957	382,295
1939.....	579,645	208,327	787,972	270,020	114,862	384,882
1940.....	653,445	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1947 (8 weeks).....	217,536	77,519	295,055	74,311	33,634	107,945
1948 (8 weeks).....	200,824	79,640	280,464	51,236	28,999	80,235

E—Unemployment Insurance

TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES

Region	April 1, '46-Feb. 28, '47		April 1, '47-Feb. 28, '48	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	13,935	238,508	14,398	249,928
Quebec.....	47,820	885,564	49,693	928,942
Ontario.....	67,074	1,171,528	70,026	1,335,881
Prairie.....	41,769	485,583	35,372	500,770
Pacific.....	19,903	326,614	21,224	342,463
Total for Canada.....	190,501	3,107,797	190,713	3,357,984

TABLE E-2.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO FEBRUARY, 1948

	1942	1943	1944	1945	1946	1947	1948
January.....		4,637	11,751	20,412	71,932	63,681	109,311 (1)
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016 (1)
March.....	4,124	5,046	10,667	13,307	50,706	43,675	
April.....	2,925	3,953	6,463	8,430	35,781	35,559	
May.....	2,799	2,027	4,654	8,825	34,777	27,603	
June.....	4,629	1,772	3,226	10,857	30,646	21,365	
July.....	2,668	1,087	3,106	10,886	27,576	20,034	
August.....	1,855	1,370	3,241	20,557	25,115	17,281	
September.....	1,118	1,013	3,715	40,473	28,555	25,847	
October.....	1,058	1,475	6,222	36,717	34,891	34,743	
November.....	1,748	2,896	11,798	53,825	37,111	47,372	
December.....	3,337	6,562	13,770	57,612	52,479	79,849	
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	197,32

(1) See Table E-3. for analysis of claims filed at Local Offices.

TABLE E-3.—CLAIMS FOR BENEFIT BY PROVINCES, FEBRUARY, 1948

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Prince Edward Island.....	493	315	102	76	438	95	8	314
Nova Scotia.....	5,788	3,800	1,212	776	4,713	1,501	89	2,307
New Brunswick.....	3,785	2,683	784	318	2,598	976	57	1,889
Quebec.....	24,072	17,045	3,972	3,055	19,854	6,917	477	12,840
Ontario.....	29,550	21,421	4,547	3,582	28,205	6,592	449	9,151
Manitoba.....	5,294	3,392	884	1,018	4,403	1,463	125	2,039
Saskatchewan.....	2,983	2,040	453	490	2,236	1,113	57	1,111
Alberta.....	3,845	2,555	609	681	3,018	1,506	86	1,447
British Columbia.....	12,206	8,578	2,331	1,297	10,074	2,403	140	6,614
Total Canada, February, 1948	88,016	61,829	14,894	11,293	75,539	22,566 ⁽¹⁾	1,488	37,712
Total Canada, January, 1948	109,311	77,573	22,731	9,007	74,407	21,762 ⁽²⁾	1,173	50,269
Total, Canada February, 1947	55,569	37,517	9,624	8,428	44,878	15,293 ⁽³⁾	1,535	23,423

(1) In addition, there were 980 special requests not granted (antedating, extension of two-year period, cancellation of benefit year, etc.)

(2) In addition, there were 508 special requests not granted in January, 1948.

(3) Number of special requests for February, 1947, not available.

TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT

Chief Reasons for Non-entitlement	Month of February 1947	Month of February 1948	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	7,927	11,548	57,692
Not capable of and not available for work.....	425	651	6,492
Loss of work due to a labour dispute.....	20	679	3,622
Refused offer of work and neglected opportunity to work.....	1,494	1,202	19,800
Discharged for misconduct.....	425	803	4,088
Voluntarily left employment without just cause.....	3,574	4,527	30,884
Other reasons (1).....	1,428	3,156	16,508
Total.....	15,293	22,566	139,086

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE E-5.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, FEBRUARY, 1948

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit paid (in Dollars)
Prince Edward Island.....	1,302	478	23,874	44,408
Nova Scotia.....	9,930	3,939	193,355	395,615
New Brunswick.....	5,175	2,390	86,671	170,170
Quebec.....	39,174	18,173	817,448	1,528,192
Ontario.....	43,417	25,637	699,198	1,416,863
Manitoba.....	8,673	3,425	160,499	311,295
Saskatchewan.....	5,477	2,142	99,378	196,615
Alberta.....	5,572	2,163	96,351	195,779
British Columbia.....	19,657	8,975	367,678	758,555
Total, Canada, February, 1948.....	138,417	67,322	2,544,452	5,017,492
Total, Canada, January, 1948.....	106,367	57,765	1,999,849	3,924,641
Total, Canada, February, 1947.....	102,972	38,068	2,006,459	3,916,634

TABLE E-6.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF FEBRUARY 28, 1948

Province and Sex	Number of Days Continuously on the Register						
	Total	6 and under	7-12	13-24	25-48	49-72	73 and over
Prince Edward Island.....	1,356	253	94	217	450	223	119
Male.....	1,161	205	79	181	401	194	101
Female.....	195	48	15	36	49	29	18
Nova Scotia.....	12,358	2,114	1,176	1,869	3,094	1,456	2,649
Male.....	10,898	1,866	1,020	1,656	2,701	1,322	2,333
Female.....	1,460	248	156	213	393	134	316
New Brunswick.....	6,487	1,500	663	1,187	1,519	807	811
Male.....	5,394	1,281	579	1,017	1,210	700	607
Female.....	1,093	219	84	170	309	107	204
Quebec.....	45,952	9,507	4,505	7,890	11,083	6,353	6,614
Male.....	37,696	8,010	3,858	6,767	9,324	5,467	4,270
Female.....	8,256	1,497	647	1,123	1,759	886	2,344
Ontario.....	41,794	8,208	7,177	8,089	8,995	4,236	5,089
Male.....	32,799	6,082	6,290	6,812	6,928	3,459	3,228
Female.....	8,995	2,126	887	1,277	2,067	777	1,861
Manitoba.....	9,365	1,904	664	1,368	2,728	1,357	1,344
Male.....	6,712	1,333	478	947	1,760	1,150	1,044
Female.....	2,653	571	186	421	968	207	300
Saskatchewan.....	6,196	974	510	996	1,679	1,179	858
Male.....	5,064	802	410	792	1,330	1,003	727
Female.....	1,132	172	100	204	349	176	131
Alberta.....	6,468	1,393	616	1,141	1,570	879	869
Male.....	5,189	1,100	486	908	1,215	743	737
Female.....	1,279	293	130	233	355	136	132
British Columbia.....	23,377	4,932	2,567	3,715	5,449	3,059	3,655
Male.....	18,207	3,948	2,097	2,886	3,942	2,452	2,882
Female.....	5,170	984	470	829	1,507	607	773
TOTAL.....	153,353	30,785	17,972	26,472	36,567	19,549	22,008
MALE.....	123,120	24,627	15,297	21,966	28,811	16,490	15,929
FEMALE.....	30,233	6,158	2,675	4,506	7,756	3,059	6,079

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO FEBRUARY 29, 1948

Fiscal Year Ended March 31	RECEIPTS										DISBURSEMENTS			Balance in Fund
	CONTRIBUTIONS (Gross less refunds)										Total Revenue	Benefit Payments		
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fines	Interest on Investments and Profit on sale of Securities	Total Revenue	Benefit Payments					
1942.....	\$ 22,436,001 56	\$ 7,209,058 48	\$ 6,790,549 01	\$ 36,435,609 05	\$ 7,287,121 81	\$	\$ 269,268 74	\$ 43,991,999 60	\$ 27,752 92	\$ 43,964,246 68				
1943.....	30,408,651 15	13,645,258 63	13,380,741 65	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	114,011,029 93				
1944.....	31,565,232 54	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	190,327,941 19				
1945.....	32,784,177 12	11,926,369 85	19,018,308 47	63,728,855 44	12,746,179 30	2,041 02	6,198,926 42	82,673,002 18	4,966,483 51	268,034,459 80				
1946.....	34,964,786 96	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	317,240,660 34				
1947.....	41,042,425 28	11,500,028 37	23,472,577 26	76,015,030 91	15,293,457 85	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	372,878,625 64				
April.....	* 1,290 87	Nil	1,215,905 78	1,217,196 65	245,138 59	330 00	726,384 94	2,189,549 78	3,778,228 88	371,289,946 54				
May.....	3,286,771 69	981,289 50	2,431,448 93	6,099,510 12	1,338,912 01	945 00	736,055 79	8,775,422 92	3,069,701 95	376,995,667 51				
June.....	3,383,750 49	999,288 62	2,139,308 45	6,522,347 56	1,304,195 64	372 00	741,927 29	8,568,842 49	2,150,454 06	383,414,055 94				
July.....	3,272,300 86	1,000,375 70	2,234,707 63	6,507,334 19	1,296,397 63	540 00	750,195 24	8,554,517 06	1,953,664 08	390,014,908 92				
August.....	3,611,119 91	1,070,486 19	2,346,752 66	7,028,358 76	1,411,043 81	520 00	763,312 88	9,203,235 45	1,512,586 95	397,705,557 42				
September.....	3,594,843 79	976,282 44	2,370,856 90	6,941,713 13	1,388,880 96	110 00	777,736 65	9,108,140 74	1,505,799 01	405,307,899 15				
October.....	3,590,455 51	1,027,407 75	2,409,689 89	7,027,583 15	1,405,133 12	385 00	810,118 91	9,243,190 18	1,543,042 99	413,008,046 34				
November.....	3,960,341 42	1,098,428 60	3,177,373 60	8,226,143 62	1,647,881 02	287 16	815,562 96	10,689,874 76	1,582,070 11	422,155,850 99				
December.....	3,574,174 04	1,071,635 91	3,177,388 89	7,823,198 84	1,564,092 66	296 72	834,850 94	10,222,439 16	2,541,539 07	429,836,751 08				
January.....	3,390,110 27	1,081,629 51	3,557,432 80	8,029,172 58	895,166 98	610 00	846,153 81	9,768,103 37	3,922,418 30	435,682,436 15				
February.....	3,787,923 78	1,122,740 85	4,403,303 60	9,313,988 23	.....	505 72	846,520 14	10,160,994 09	5,013,761 45	440,829,668 79			
Sub Total.....	35,453,082 63	10,429,565 07	29,463,899 13	75,346,546 83	12,496,542 42	4,901 60	8,646,319 15	96,494,310 00	28,543,266 85	440,829,668 79				
GRAND TOTAL.....	228,654,357 24	78,732,543 40	125,861,167 68	433,248,098 32	84,073,559 41	15,028 49	34,570,764 41	551,912,420 63	111,082,751 84	440,829,668 79				

(1) The column for "Bulk" includes Miscellaneous \$1,756.89 and Contributions for Armed Service \$24,995,239.25.

(2) The column "Interest on Investments and Profit on Sale of Securities" represents:

(a) The exact amount of interest earned for each completed fiscal year and the approximate amount for each month in the current year;

(b) Profit on sale of securities taken into account at the end of each year only.

(3) April receipts for Stamps and Meter and the proportionate Government Contributions for these items were included with figures for March 1947.

(4) During the month of January 1948, funds appropriated under vote 116, Government Contribution to the Unemployment Insurance Fund, were exhausted. The outstanding amount owing to the Fund as at February 29 was \$2,573,871.00.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February.....	18.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March.....	19.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May.....	21.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
June.....	22.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
August.....	24.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1
September.....	24.5	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
November.....	26.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3
December.....	26.1	127.1	146.4	113.4	109.2	131.2	129.4	114.1	137.2
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February.....	26.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9
March.....	27.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.2
May.....	32.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June.....	33.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
August.....	35.6	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2
September.....	35.3	139.4	165.3	117.8	121.1	152.0	147.4	117.5	154.7
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
November.....	42.5	143.6	173.6	119.9	122.6	157.0	151.4	118.2	160.6
December.....	44.8	146.0	178.7	119.9	120.3	159.3	154.9	119.8	164.4
Year.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
February.....	48.9	150.1	186.1	119.9	120.1	165.1	159.9	122.8	170.0
March.....	49.6	150.8	185.9	119.9	121.0	169.9	161.2	122.8	171.0

*For the period 1914 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef							Pork		Bacon, side, fancy, sliced, rind-on, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.	Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—			c							
1—Charlottetown.....	55.6	51.0	48.2	36.2	33.4			53.8		65.3
Nova Scotia—			c							
2—Halifax.....	54.9	50.1	47.6	33.6	31.0	25.3	52.3	53.1	40.5	62.4
3—New Glasgow.....	57.2	53.3	51.9	35.1	32.3		54.4	57.5	46.0	68.9
4—Sydney.....	62.4	55.4	43.6	37.0	36.2		56.2	56.3		68.1
5—Truro.....	53.8	49.2	49.0	33.0	32.0			54.2	40.3	67.5
New Brunswick—										
6—Fredericton.....	56.0	50.4	50.7	34.6	32.3	36.0	53.0	48.9	37.0	65.7
7—Moncton.....	57.7	52.8	53.5	35.3	33.3		52.0	54.3	41.6	71.2
8—Saint John.....	56.4	52.0	48.5	33.3	30.9	37.2	51.7	54.9	41.9	66.5
Quebec—										
9—Chicoutimi.....	58.3	54.0	54.7	41.0	32.0		53.7	53.4	46.0	76.7
10—Hull.....	50.0	47.9	47.4	33.1	30.7	37.5	50.0	48.6	37.5	63.6
11—Montreal.....	54.0	50.0	50.8	32.3	29.2	35.7	53.2	47.4	39.6	67.7
12—Quebec.....	56.0	52.3	52.0	33.6	27.7	38.0	51.3	45.1	38.4	62.9
13—St. Hyacinthe.....	49.3	44.6	45.6	35.4	27.7	36.0		52.6	40.6	64.5
14—St. Johns.....	56.0	53.7	49.3	35.7	33.0		51.3	47.3	42.0	66.5
15—Sherbrooke.....	55.3	51.8	47.8	31.5	28.6	44.4	50.3	51.1	41.0	65.5
16—Sorel.....	51.0	46.5	48.3	31.8	31.4			49.2	40.1	68.3
17—Thetford Mines.....	47.7	47.0	42.7	33.2	23.0			43.1	38.0	54.7
18—Three Rivers.....	53.3	48.1	46.6	35.5	29.8		49.7	48.3	39.3	65.3
Ontario—										
19—Belleville.....	51.2	49.8	51.0	33.8	31.4		52.3	51.2	40.3	68.1
20—Brantford.....	52.8	49.0	50.4	35.3	32.2	37.5	53.7	54.4	38.6	67.6
21—Brockville.....	56.0	51.7	54.7	35.7	32.4		52.7	53.3	41.2	69.8
22—Chatham.....	53.0	49.6	51.4	34.7	31.9		52.7	55.3	41.0	67.8
23—Cornwall.....	53.0	49.1	51.4	33.9	32.7	41.0	56.0	50.6	42.4	66.7
24—Fort William.....	51.5	48.7	51.0	33.6	30.6		53.6	55.1	46.8	69.5
25—Galt.....	54.4	51.6	50.3	34.0	34.3			57.5	42.0	68.8
26—Guelph.....	53.4	51.7	52.1	36.6	33.1	42.3	54.7	54.1	38.4	70.1
27—Hamilton.....	53.7	50.9	51.9	35.7	33.5	42.0	54.6	55.5	38.4	66.7
28—Kingston.....	52.1	48.6	49.0	33.3	30.5		52.0	51.9	37.0	66.7
29—Kitchener.....	53.4	49.8	51.4	35.1	32.1	41.6	53.4	56.2	38.4	69.3
30—London.....	51.4	49.4	50.5	34.9	31.3	39.3	53.6	52.9	36.6	65.5
31—Niagara Falls.....	52.3	50.3	51.0	32.9	31.0		55.5	52.3	41.6	68.5
32—North Bay.....	51.5	48.7	49.8	33.3	31.7		54.3	53.1	37.3	68.7
33—Oshawa.....	51.9	50.7	50.2	34.4	31.5	38.3		53.0	36.1	67.5

COAL AND RENTALS BY CITIES, MARCH, 1948

Locality	Lard, pure, per lb, package	Shortening, vegetable, per lb, package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per 1/4 lb, package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	28.5	32.1	55.7	15.0	73.3	30.4	9.3	6.5	9.5	14.6
Nova Scotia—										
2—Halifax.....	29.1	32.1	54.3	17.0	73.9	29.8	9.6	6.6	11.1	14.9
3—New Glasgow.....	28.8	31.7	55.1	17.0	73.9	29.4	9.7	.....	8.9	15.5
4—Sydney.....	29.1	32.1	60.9	18.0	74.0	30.9	9.3	6.6	10.6	14.6
5—Truro.....	29.6	30.8	53.9	16.2	73.9	29.7	9.4	6.4	10.4	15.1
New Brunswick—										
6—Fredericton.....	29.2	31.3	53.6	17.0	74.0	29.9	10.0	6.2	8.8	14.8
7—Moncton.....	29.3	31.9	56.1	17.0	73.9	30.8	9.3	6.4	10.7	14.8
8—Saint John.....	28.7	32.2	56.7	18.0	74.0	30.4	9.3	6.4	9.3	14.6
Quebec—										
9—Chicoutimi.....	30.3	32.0	56.7	17.0	72.0	28.8	10.0	6.5	.....	13.7
10—Hull.....	27.3	29.9	53.4	17.0	71.3	27.3	8.5	5.9	10.0	12.5
11—Montreal.....	29.5	31.6	55.0	17.6	71.6	28.5	8.5	6.0	10.0	14.3
12—Quebec.....	28.7	31.3	54.0	17.0	70.9	28.9	8.1	6.1	9.8	14.2
13—St. Hyacinthe.....	28.9	30.7	52.8	16.0	71.7	28.8	7.8	6.1	10.0	14.1
14—St. Johns.....	30.0	32.0	56.7	16.0	72.9	29.3	8.0	6.5	10.7	15.0
15—Sherbrooke.....	28.3	31.8	56.0	17.0	72.3	28.9	9.5	6.3	9.9	14.4
16—Sorel.....	29.0	30.1	52.9	16.0	71.5	28.6	7.7	6.3	10.1	14.5
17—Thetford Mines.....	30.5	30.6	52.7	16.0	72.2	27.3	7.7	6.1	9.0	14.9
18—Three Rivers.....	28.5	30.1	52.8	17.0	70.3	27.9	7.9	6.0	9.7	13.8
Ontario—										
19—Belleville.....	28.7	30.9	51.0	17.0	72.5	27.5	9.1	6.2	9.1	12.8
20—Brantford.....	27.0	30.5	51.5	17.0	71.6	27.5	9.1	6.1	9.6	13.5
21—Brockville.....	28.2	30.2	52.5	17.0	72.5	27.1	8.7	6.5	10.3	13.8
22—Chatham.....	27.4	31.5	49.5	17.0	72.3	26.6	9.3	6.3	9.0	14.1
23—Cornwall.....	27.8	31.0	52.3	17.0	72.4	27.3	7.8	6.2	9.5	13.7
24—Fort William.....	26.9	29.3	54.6	18.0	70.3	29.2	9.3	6.1	9.5	13.1
25—Galt.....	27.9	31.0	49.5	17.0	72.5	27.5	9.3	6.0	9.6	13.8
26—Guelph.....	27.4	30.6	52.7	17.0	72.6	26.8	8.9	6.0	9.7	13.5
27—Hamilton.....	27.5	30.8	52.5	18.0	72.3	27.5	8.9	6.0	10.1	13.6
28—Kingston.....	27.3	30.8	52.8	17.0	72.0	28.3	8.9	6.1	9.7	14.3
29—Kitchener.....	27.6	31.0	50.7	17.0	72.5	27.3	9.2	6.1	9.6	13.6
30—London.....	27.3	30.5	50.9	17.0	72.3	27.2	9.3	5.9	9.8	13.9
31—Niagara Falls.....	27.6	30.7	53.5	17.5	72.8	28.8	8.7	6.4	9.9	14.3
32—North Bay.....	28.1	31.6	56.1	18.0	72.0	28.2	9.3	6.4	10.5	14.2
33—Oshawa.....	27.4	30.5	53.1	17.0	72.3	27.0	9.0	6.3	9.2	14.6

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced rind-on, per lb
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulder, lock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	51.5	48.3	50.9	32.9	30.1	35.3	53.6	49.3	37.9	65.5
35—Owen Sound.....	52.3	49.9	50.9	34.9	31.1			53.1	38.6	66.0
36—Peterborough.....	54.0	51.1	52.3	36.9	33.7	41.2	53.3	55.3	37.7	71.4
37—Port Arthur.....	50.6	47.7	47.6	33.1	34.2		54.3	52.1	42.9	69.0
38—St. Catharines.....	53.2	50.6	51.2	36.2	32.2		56.7	57.4	38.7	68.6
39—St. Thomas.....	51.5	48.6	49.5	35.5	31.3	35.0	52.2	57.0	42.3	68.7
40—Sarnia.....	52.9	49.8	50.9	35.2	30.7		52.4	53.3	35.6	67.0
41—Sault Ste. Marie.....	52.4	49.5	47.7	32.7	33.4		52.8	55.3	46.2	68.3
42—Stratford.....	49.8	47.4	48.2	33.6	30.6			52.0	37.7	67.7
43—Sudbury.....	51.6	49.2	47.1	34.7	31.4	40.3	51.0	51.8	40.6	69.2
44—Timmins.....	52.4	50.2	50.2	33.5	33.1	40.4	53.4	53.5	41.5	68.4
45—Toronto.....	53.5	50.4	53.7	37.7	34.0	42.1	54.5	54.6	38.1	67.4
46—Welland.....	50.8	49.2	46.9	33.3	30.1			55.6	41.4	66.0
47—Windsor.....	52.4	48.8	49.6	34.1	31.5		54.4	55.8	39.8	66.5
48—Woodstock.....	52.3	49.3	49.3	35.0	30.5		57.3	56.5	41.7	68.5
Manitoba—										
49—Brandon.....	52.3	49.7	50.3	29.7	31.0			55.7		68.7
50—Winnipeg.....	50.4	45.4	42.8	30.4	29.5	34.0	49.8	52.1	40.1	67.5
Saskatchewan—										
51—Moose Jaw.....	48.8	45.4	45.4	31.4	31.4		48.3	50.5	38.7	71.2
52—Prince Albert.....	47.3	46.3	44.0	31.0	30.7	35.7	47.0	48.0	37.0	66.6
53—Regina.....	47.9	44.7	44.8	28.6	30.2	36.7	49.8	51.3	40.0	69.7
54—Saskatoon.....	50.1	46.6	47.9	32.2	31.9	42.0	51.9	53.0	39.2	73.2
Alberta—										
55—Calgary.....	50.2	47.1	47.1	32.3	31.2	33.8	48.8	52.5	42.4	76.7
56—Drumheller.....	51.0	48.0	47.0	31.4	29.2			54.0	41.6	75.7
57—Edmonton.....	49.4	45.8	46.3	31.3	31.4	36.9	47.9	50.3	39.0	69.3
58—Lethbridge.....	51.7	48.0	43.3	33.3	32.3			54.0	41.0	75.5
British Columbia—										
59—Nanaimo.....	57.7	52.6	54.3	36.1	35.6		55.8	59.0	42.2	83.1
60—New Westminster.....	56.4	51.0	53.2	35.4	34.9	35.0	54.1	57.6	44.7	75.3
61—Prince Rupert.....	57.0	52.0	54.5	34.5	33.7		60.0	57.5	45.7	81.4
62—Trail.....	56.6	52.7	56.0	38.0	37.2	39.0	55.8	61.0	46.6	80.4
63—Vancouver.....	56.8	50.9	52.7	35.1	34.6	37.2	53.3	57.1	39.9	77.1
64—Victoria.....	56.3	52.4	53.0	35.4	34.6	39.4	54.3	57.0	43.5	78.2

COAL AND RENTALS BY CITIES, MARCH, 1948—continued

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A", large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per $\frac{1}{4}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	27-8	30-6	53-2	17-0	71-9	28-4	8-4	6-1	10-0	14-1
35—Owen Sound.....	28-3	31-5	49-5	17-0	72-9	27-3	8-7	6-2	8-6	13-5
36—Peterborough.....	27-2	31-1	52-6	17-0	72-1	27-7	8-7	6-1	10-1	13-4
37—Port Arthur.....	26-2	29-1	55-2	18-0	70-6	29-1	9-3	6-1	8-3	12-6
38—St. Catharines.....	27-8	30-8	54-8	17-5	72-5	28-2	8-9	6-3	9-4	14-3
39—St. Thomas.....	28-0	30-9	52-9	17-0	72-9	27-4	8-7	5-9	10-1	14-3
40—Sarnia.....	27-6	32-2	53-1	17-0	72-6	28-5	9-3	6-2	9-8	13-9
41—Sault Ste. Marie.....	28-7	30-3	57-4	18-0	72-1	28-2	9-2	6-2	10-2	14-0
42—Stratford.....	28-4	32-2	51-1	17-0	72-5	28-1	9-0	5-7	10-4	14-5
43—Sudbury.....	28-2	31-2	54-6	18-0	72-4	28-2	9-3	6-4	9-5	13-8
44—Timmins.....	27-9	31-0	56-0	19-7	72-2	27-7	9-7	6-1	9-9	13-5
45—Toronto.....	28-2	30-7	53-2	18-0	72-3	26-9	9-3	6-0	9-5	13-7
46—Welland.....	28-1	31-7	52-6	17-9	72-9	27-9	9-3	6-1	9-8	13-3
47—Windsor.....	27-3	30-5	52-4	18-0	72-7	28-1	8-9	6-1	9-7	13-6
48—Woodstock.....	27-5	31-4	50-3	17-0	73-0	27-0	8-9	5-6	9-7	14-3
Manitoba—										
49—Brandon.....	25-4	32-3	53-1	16-0	69-6	29-0	8-9	6-1	8-1	13-2
50—Winnipeg.....	25-9	30-8	54-8	17-0	69-9	28-8	9-2	6-0	9-0	13-5
Saskatchewan—										
51—Moose Jaw.....	24-8	34-0	50-0	17-0	69-3	28-4	9-1	6-0	9-4	14-7
52—Prince Albert.....	25-9	32-5	51-4	17-0	69-8	27-3	7-6	6-1	8-4	13-5
53—Regina.....	25-6	34-0	51-4	16-0	69-2	29-2	9-0	6-2	7-8	14-4
54—Saskatoon.....	25-4	33-0	53-1	17-0	68-9	28-0	9-0	5-8	8-0	13-1
Alberta—										
55—Calgary.....	25-0	31-4	50-7	17-0	70-1	27-3	9-6	6-0	8-2	14-0
56—Drumheller.....	26-4	32-8	50-8	17-0	71-0	28-8	10-4	6-4	10-9	13-9
57—Edmonton.....	25-1	32-5	49-0	17-0	70-2	27-7	8-8	6-0	8-9	13-6
58—Lethbridge.....	25-4	32-1	51-6	17-0	69-2	28-7	10-4	6-0	7-9	13-4
British Columbia—										
59—Nanaimo.....	28-6	32-3	49-5	17-7	72-0	29-7	12-0	6-5	9-5	14-1
60—New Westminster.....	28-4	31-6	48-4	15-0	70-7	28-4	10-7	6-2	9-3	14-3
61—Prince Rupert.....	29-1	34-6	56-4	20-0	72-0	31-2	13-0	6-8	11-0	14-2
62—Trail.....	27-0	33-9	53-5	18-0	71-9	29-0	12-0	6-7	9-1	13-9
63—Vancouver.....	28-3	31-4	48-3	15-0	70-5	28-1	11-4	6-2	9-1	13-5
64—Victoria.....	28-6	32-6	49-3	17-0	70-7	29-1	10-7	6-3	9-7	14-0

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	27.5	18.1	22.8	15.3	11.4	46.1	21.1	24.5	43.9	64.0	52.5
Nova Scotia—											
2—Halifax.....	27.7	18.9	21.5	15.6	10.2	58.5	19.7	20.5	39.3	49.4	54.0
3—New Glasgow.....	25.4	18.1	21.0	15.6	9.6	59.1	22.1	22.5	44.3	56.1	54.0
4—Sydney.....	29.0	18.6	21.6	16.1	11.6	62.2	21.4	24.5	42.7	56.3	52.6
5—Truro.....	26.6	18.1	22.6	15.4	9.9	58.1	20.3	20.7	37.4	52.8	55.3
New Brunswick—											
6—Fredericton.....	30.1	19.6	25.0	15.7	11.8	53.5	17.7	23.2	41.6	56.0	51.7
7—Moncton.....	25.7	18.9	23.1	14.5	11.3	56.5	17.7	23.4	37.9	47.2	53.8
8—Saint John.....	28.4	18.1	24.1	15.0	11.6	55.1	18.0	22.4	41.9	40.9	52.6
Quebec—											
9—Chicoutimi.....	28.3	17.7	27.4	15.1	12.0	65.4	15.3	24.0	51.7	58.7	56.7
10—Hull.....	25.6	16.4	22.8	14.4	11.1	62.0	19.3	21.4	31.3	39.3	51.5
11—Montreal.....	23.8	17.9	22.9	14.7	12.1	59.6	20.8	22.6	36.5	41.8	50.3
12—Quebec.....	25.0	19.1	24.4	14.5	11.6	57.6	21.7	23.1	37.4	43.7	51.5
13—St. Hyacinthe.....	22.2	18.9	21.1	14.4	11.1	60.7	20.3	21.5	48.9	51.7	49.9
14—St. Johns.....	23.0	20.6	20.6	14.3	11.5	62.1	21.7	23.2	41.6	44.7	50.9
15—Sherbrooke.....	24.5	17.6	23.1	14.8	11.5	58.1	22.0	24.5	37.0	43.3	52.1
16—Sorel.....	24.8	16.5	22.9	14.6	11.3	58.9	19.5	23.2	42.6	50.0	50.2
17—Thetford Mines.....	23.8	17.8	20.5	14.4	11.1	59.9	22.0	24.8	46.7	52.6	54.0
18—Three Rivers.....	23.9	17.0	23.3	14.6	11.7	59.7	20.4	24.1	42.9	46.0	50.5
Ontario—											
19—Belleville.....	24.4	17.6	24.3	15.9	10.1	64.0	21.3	21.5	38.2	36.8	51.4
20—Brantford.....	26.4	18.0	21.8	14.3	10.1	62.2	20.3	21.4	35.1	33.9	50.1
21—Brockville.....	27.7	18.4	24.0	15.5	9.7	64.7	21.4	22.7	37.5	41.3	52.1
22—Chatham.....	27.1	18.1	23.9	14.7	9.9	62.2	20.7	21.0	32.7	38.4	50.6
23—Cornwall.....	25.6	19.5	23.3	15.3	11.5	64.6	18.3	23.3	33.1	37.3	51.5
24—Fort William.....	27.1	17.3	19.7	15.7	9.5	62.6	20.6	23.4	37.0	47.7	50.3
25—Galt.....	26.6	17.8	21.3	15.9	10.4	65.8	20.8	20.3	35.9	39.7	47.6
26—Guelph.....	25.7	18.1	22.9	15.0	10.3	67.3	20.1	21.1	35.9	38.3	48.9
27—Hamilton.....	26.5	17.4	22.0	15.2	10.2	68.3	20.5	21.2	38.9	36.8	49.3
28—Kingston.....	26.4	18.0	22.2	16.3	9.9	60.7	20.0	22.1	36.9	39.7	51.2
29—Kitchener.....	28.0	18.5	21.3	15.4	9.9	64.0	21.4	20.6	35.9	39.9	49.5
30—London.....	25.8	18.5	23.1	14.8	9.9	63.9	20.1	20.1	34.4	39.5	47.8
31—Niagara Falls.....	25.3	17.0	22.1	14.7	10.1	65.7	20.7	22.7	37.6	35.0	51.5
32—North Bay.....	27.9	18.6	23.0	15.7	10.4	66.7	22.3	23.3	35.8	39.5	54.8
33—Oshawa.....	26.7	17.5	20.6	15.3	10.3	62.4	20.3	20.9	39.7	40.1	51.2

COAL AND RENTALS BY CITIES, MARCH, 1948—continued

	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
P.E.I.—										
1—Charlottetown.....	29.2	43.2	36.8	9.6	9.3	68.2	50.0	14.75	25.00-29.00(b)	
Nova Scotia—										
2—Halifax.....	30.7	43.5	36.0	9.4	9.4	65.9	50.1	16.37	28.00-32.00	
3—New Glasgow.....	34.4	43.3	36.7	9.8	9.8	68.2	50.0		16.00-20.00	
4—Sydney.....	33.0	44.7	37.0	10.0	9.9	67.5	50.6	10.60	20.50-24.50(b)	
5—Truro.....	30.2	42.2	35.8	9.6	9.6	66.5	52.6	14.50		
New Brunswick—										
6—Fredericton.....	30.6	43.1	35.5	9.7	9.6	67.2	49.7	16.20	21.00-25.00(b)	
7—Moncton.....	32.1	42.7	36.4	10.0	10.0	64.0	49.7	15.00	27.00-31.00(b)	
8—Saint John.....	29.8	43.4	36.2	9.7	9.5	64.3	50.3	16.50	21.00-25.00(b)	
Quebec—										
9—Chicoutimi.....	35.0	45.3	36.8	9.7	9.4	69.7	53.0	21.15		
10—Hull.....	31.7	38.3	32.4	9.3	9.2	57.8	52.3	20.00	16.50-20.50	
11—Montreal.....	30.6	41.0	34.2	9.0	9.2	64.5	52.5	20.60	24.50-28.50(b)	
12—Quebec.....	31.7	44.0	36.1	9.0	8.9	61.6	52.5	19.10	29.00-33.00(b)	
13—St. Hyacinthe.....	32.5	38.0	34.3	9.0	8.9	58.3	52.8	20.00		
14—St. Johns.....	33.0	44.5	35.9	8.9	9.0	56.4	52.1	21.00		
15—Sherbrooke.....	32.4	42.2	36.4	9.0	9.0	59.4	52.7	21.10	21.50-25.50(b)	
16—Sorel.....	34.4	42.5	37.4	9.0	8.7	62.6	52.4	20.75		
17—Thetford Mines.....	33.2	41.3	38.2	9.0	8.7	63.1	51.1	22.00		
18—Three Rivers.....	32.4	39.7	36.9	9.1	8.9	61.5	52.9	19.50	21.00-25.00(b)	
Ontario—										
19—Belleville.....	32.9	39.1	31.1	9.5	9.4	58.7	51.8	19.50		
20—Brantford.....	31.9	36.5	30.7	9.3	9.3	58.6	51.4	19.50	22.50-26.50	
21—Brockville.....	32.7	39.5	31.8	9.4	9.2	59.0	51.3	19.50		
22—Chatham.....	32.0	37.4	31.5	9.7	9.7	61.4	53.1	20.00	23.00-27.00	
23—Cornwall.....	31.2	38.2	31.9	9.1	9.1	58.7	51.4	21.00		
24—Fort William.....	27.8	42.2	31.6	9.7	9.7	58.8	50.0	19.55	28.50-32.50	
25—Galt.....	30.2	35.4	30.3	9.3	9.1	60.9	52.5	19.75	25.50-29.50	
26—Guelph.....	31.1	37.4	31.3	9.5	9.5	59.5	52.5	19.50	24.00-28.00	
27—Hamilton.....	30.1	37.6	31.3	9.1	9.1	59.7	52.1	19.00	28.50-32.50	
28—Kingston.....	32.4	40.1	32.5	9.1	9.1	60.7	52.4	20.00	32.00-36.00	
29—Kitchener.....	31.3	37.4	31.3	9.5	9.5	56.3	53.0	19.50	30.00-34.00	
30—London.....	31.7	38.5	30.4	9.6	9.4	59.3	51.4	20.50	27.50-31.50	
31—Niagara Falls.....	28.2	39.0	31.4	9.8	9.8	60.0	52.0	18.87	28.50-32.50	
32—North Bay.....	32.4	41.0	35.8	10.1	10.1	63.5	52.6	21.50	23.00-27.00	
33—Oshawa.....	30.3	38.9	30.7	9.5	9.3	59.3	52.1	19.50	27.50-31.50	

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2 1/2's (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	26.1	17.4	22.2	15.2	11.2	63.1	21.7	23.1	32.4	37.7	50.6
35—Owen Sound.....	27.4	18.5	22.7	13.9	10.0	63.7	20.9	20.9	34.1	38.5	50.8
36—Peterborough.....	27.2	18.5	22.8	14.8	11.0	63.4	21.5	21.7	35.4	37.3	50.1
37—Port Arthur.....	28.1	19.2	21.5	15.0	10.7	65.3	20.6	24.2	36.0	47.4	51.4
38—St. Catharines.....	25.5	18.3	22.4	15.6	10.2	66.1	20.9	22.4	35.5	37.1	51.4
39—St. Thomas.....	27.3	18.7	24.3	15.3	10.3	66.3	20.3	20.6	37.9	44.2	52.1
40—Sarnia.....	26.8	19.3	23.4	15.0	9.6	65.3	19.7	23.1	45.9	43.1	52.7
41—Sault Ste. Marie.....	27.9	18.7	24.0	15.3	10.3	67.3	18.1	23.1	35.0	44.7	51.7
42—Stratford.....	28.3	18.6	22.5	16.1	9.6	64.2	20.6	19.5	33.9	40.7	49.2
43—Sudbury.....	27.6	17.4	23.3	15.9	11.3	64.2	21.2	22.7	35.9	42.4	54.2
44—Timmins.....	29.3	18.6	23.0	16.0	11.9	73.3	20.6	23.5	32.0	43.6	53.2
45—Toronto.....	25.9	18.3	21.9	15.3	10.7	67.3	20.7	19.7	33.4	36.0	47.7
46—Welland.....	24.9	17.1	20.8	14.9	9.8	63.5	19.8	19.7	34.9	35.8	50.7
47—Windsor.....	24.1	18.9	22.3	14.7	9.9	62.8	20.6	20.8	38.6	44.8	50.9
48—Woodstock.....	26.0	17.5	23.0	14.5	9.7	63.8	18.7	20.7	29.4	40.6	49.2
Manitoba—											
49—Brandon.....	29.5	18.7	21.0	16.0	10.7	52.2	21.0	23.0	38.9	44.0	60.0
50—Winnipeg.....	28.8	19.1	20.9	14.7	10.1	52.3	20.1	21.6	37.1	42.6	56.6
Saskatchewan—											
51—Moose Jaw.....	26.2	17.7	20.0	16.6	8.1	57.0	21.3	23.1	35.7	46.0	.....
52—Prince Albert.....	29.1	19.0	20.9	16.2	9.3	57.7	16.9	21.6	36.4	50.7	.....
53—Regina.....	27.8	19.6	20.6	15.6	8.6	53.0	19.7	23.3	32.3	37.1	62.9
54—Saskatoon.....	30.5	18.9	20.7	16.4	8.4	61.0	16.8	21.6	35.5	45.1	49.3
Alberta—											
55—Calgary.....	25.2	17.7	18.8	15.3	7.9	61.4	20.5	21.5	33.3	43.4	52.7
56—Drumheller.....	26.0	18.5	19.3	14.3	8.5	66.2	20.1	23.3	35.7	46.8	61.0
57—Edmonton.....	27.9	17.5	18.7	15.6	9.2	45.4	20.9	23.8	39.7	42.1	58.5
58—Lethbridge.....	28.1	17.6	18.3	14.5	8.2	54.4	17.7	22.5	28.8	46.9	56.7
British Columbia—											
59—Nanaimo.....	25.0	18.0	22.7	16.2	9.1	65.9	20.2	21.2	31.6	40.3	60.0
60—New Westminster.....	24.7	17.5	21.0	16.6	9.4	63.7	20.0	20.9	28.6	34.6	54.7
61—Prince Rupert.....	27.7	20.0	23.0	17.4	8.9	69.9	21.0	22.6	46.1	43.0	52.2
62—Trail.....	27.0	19.1	19.6	18.7	8.2	63.4	19.4	23.3	34.6	52.1	.....
63—Vancouver.....	25.3	17.2	19.9	16.0	10.0	66.6	19.2	20.9	30.8	34.8	56.6
64—Victoria.....	24.3	18.5	21.0	16.4	9.1	70.1	20.7	21.4	35.1	42.5	56.1

COAL AND RENTALS BY CITIES, MARCH, 1948—concluded

	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ¼ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	30.4	41.1	32.4	9.3	9.1	58.8	51.2	20.00		33.00-37.00
35—Owen Sound.....	30.8	41.1	31.0	9.6	9.5	61.4	52.4	20.00		18.50-22.50
36—Peterborough.....	31.9	42.7	31.7	9.4	9.5	60.8	51.8	20.75		27.50-31.50
37—Port Arthur.....	26.6	42.8	32.0	10.0	9.9	57.8	50.2		19.55	24.00-28.00
38—St. Catharines.....	27.9	36.7	32.5	9.1	9.2	59.6	51.8	19.75		28.00-32.00
39—St. Thomas.....	32.2	42.6	31.8	9.7	9.7	60.4	52.5	19.50		22.00-26.00
40—Sarnia.....	33.3	41.5	32.0	10.0	9.9	60.1	52.5	21.00		
41—Sault Ste. Marie.....	29.3	38.9	31.7	9.9	9.7	55.5	51.8	21.00		24.00-28.00
42—Stratford.....	31.0	38.2	32.9	9.8	9.7	60.6	51.5	20.00		22.00-26.00
43—Sudbury.....	29.5	38.9	34.8	10.0	9.9	59.9	51.4	20.95		30.00-34.00
44—Timmins.....	32.1	40.4	34.8	10.0	10.0	56.5	51.9	23.50		30.00-34.00
45—Toronto.....	30.3	38.6	31.0	9.1	9.1	61.8	52.1	19.00		34.00-38.00
46—Welland.....	27.6	36.3	32.1	9.3	9.4	55.4	51.6	19.30		
47—Windsor.....	31.6	36.8	31.8	9.4	9.3	61.7	51.8	20.00		27.00-31.00
48—Woodstock.....	30.4	38.2	31.6	9.7	9.7	60.3	51.5	20.00		
Manitoba—										
49—Brandon.....	29.2	44.6	33.1	10.3	10.1	62.1	50.2		14.25	23.50-27.50
50—Winnipeg.....	29.5	42.2	31.3	10.0	10.0	55.6	49.1		17.40	29.00-33.00
Saskatchewan—										
51—Moose Jaw.....	29.7	38.3	34.0	10.5	10.5	60.0	49.3		14.00	25.50-29.50
52—Prince Albert.....	29.7	41.9	34.9	11.0	10.9	55.6	50.5		12.60	21.00-25.00
53—Regina.....	29.0	41.9	33.6	10.9	11.0	62.4	53.1		13.60	30.00-34.00
54—Saskatoon.....	28.4	44.3	33.6	10.8	11.2	60.0	49.9		12.40	24.00-28.00
Alberta—										
55—Calgary.....	28.2	43.7	34.1	10.1	10.7	58.5	48.9		10.25	27.00-31.00
56—Drumheller.....	30.0	44.2	35.8	11.0	11.2	57.5	49.2			23.50-27.50
57—Edmonton.....	27.5	43.6	32.2	10.0	10.7	59.6	48.5		7.10(d)	26.00-30.00
58—Lethbridge.....	29.5	42.7	31.2	10.2	11.0	58.0	49.6		8.20	24.00-28.00
British Columbia—										
59—Nanaimo.....	30.1	42.3	30.9	9.9	10.4	59.3	50.0			18.00-22.00
60—New Westminster.....	28.7	42.1	30.6	9.1	9.3	57.9	49.4		16.17	21.00-25.00
61—Prince Rupert.....	30.7	42.6	33.1	10.0	10.0	59.7	49.4		17.25	20.00-24.00
62—Trail.....	30.4	38.7	34.0	10.0	10.0	59.0	50.1		15.13	23.00-27.00
63—Vancouver.....	29.1	38.7	29.5	9.3	9.5	59.7	48.6		15.90	26.50-30.50
64—Victoria.....	28.3	41.5	29.8	10.0	9.9	60.1	49.8		16.85	23.00-27.00

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time.

(a) Rent figures are obtained by multiplying increases since June, 1941 by the average rental determined by the census of that date. The increases are based upon reports from real estate agents and *periodic sample* surveys which are now being conducted by direct interview.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses, Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

(c) Averages include prices for cuts with bone in. (d) Revised.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF MARCH, 1948

(BASE:—August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	145.5	185.8	108.1	130.2	175.2	149.9	118.9
Saint John.....	148.9	183.6	111.1	127.6	175.9	151.3	122.9
Montreal.....	154.0	195.4	116.2	118.7	164.8	167.4	119.1
Toronto.....	148.1	182.8	116.5	132.5	174.1	155.2	122.7
Winnipeg.....	145.6	182.6	114.4	120.9	161.2	165.7	117.6
Saskatoon.....	153.1	194.2	121.9	123.2	173.0	163.9	120.1
Edmonton.....	145.9	188.3	107.7	104.7	170.8	156.6	121.0
Vancouver.....	149.7	185.5	112.1	129.8	174.9	153.3	124.9

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August, 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Dec. 1941	Aug. 1945	Dec. 1945	Jan. 1948	Feb. 1948	Mar. 1948	Price Mar. 1948
Beef, sirloin steak.....	lb.	120.7	154.8	154.8	182.8	191.4	190.3	53.1
Beef, round steak.....	lb.	125.7	167.9	167.9	200.8	210.5	209.7	49.7
Beef, rib roast.....	lb.	125.5	174.3	174.3	208.3	216.5	215.7	49.6
Beef, shoulder.....	lb.	132.7	161.6	162.3	198.7	213.2	214.5	34.1
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	212.3	231.4	232.1	31.7
Veal, front roll, boneless.....	lb.	139.3	174.0	174.0	198.2	220.7	224.3	37.9
Lamb, leg roast.....	lb.	109.9	164.4	152.8	176.4	184.5	186.6	53.0
Pork, fresh loins, centre-cut.....	lb.	125.3	143.8	143.8	181.4	197.5	196.1	53.3
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	143.4	192.7	212.1	212.6	40.5
Bacon, side, fancy, sliced, rind-on.....	lb.	132.3	141.5	142.5	196.0	219.5	216.7	69.1
Lard, pure.....	lb.	151.3	157.9	159.6	245.6	244.7	243.9	27.8
Shortening, vegetable.....	lb.	134.7	137.5	137.5	219.4	218.7	218.1	31.4
Eggs, grade "A" large.....	doz.	156.4	155.3	181.3	186.9	174.4	170.2	53.0
Milk.....	qt.	111.0	95.4	95.4	154.1	157.8	158.7	17.3
Butter, creamery, prints.....	lb.	140.5	144.3	148.0	268.1	264.5	263.4	71.9
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	164.4	165.4	204.3	210.3	212.5	28.4
Bread, plain white, wrapped.....	lb.	106.5	106.3	106.3	144.4	149.2	149.2	9.4
Flour, first grade.....	lb.	127.3	124.2	124.2	187.9	187.9	187.9	6.2
Rolled oats, pkg.....	lb.	112.0	114.0	114.0	152.0	153.6	152.0	9.6
Corn flakes, 8 oz.....	pkg.	101.1	100.0	100.0	143.5	148.9	152.2	14.0
Tomatoes, canned, 2 $\frac{1}{2}$'s.....	tin	129.9	137.7	137.7	255.7	252.8	250.0	26.5
Peas, canned, 2's.....	tin	117.5	121.7	121.7	150.8	152.5	151.7	18.2
Corn, canned, 2's.....	tin	128.3	132.7	132.7	197.3	195.6	195.6	22.1
Beans, dry.....	lb.	129.4	133.3	133.3	202.2	208.0	302.0	15.4
Onions.....	lb.	108.2	142.9	126.5	161.2	175.5	208.2	10.2
Potatoes.....	15 lb.	89.9	215.3	149.4	183.8	188.4	188.4	61.8
Prunes, bulk.....	lb.	115.8	120.2	120.2	178.9	178.1	177.2	20.2
Raisins, seedless, bulk.....	lb.	104.0	107.9	108.6	148.3	148.3	147.0	22.2
Oranges.....	doz.	132.5	154.6	154.3	136.5	133.8	127.0	37.2
Lemons.....	doz.	111.3	147.7	148.6	153.5	143.1	133.8	43.5
Jam, strawberry, 16 oz.....	jar	11.13	115.1	115.1	160.1	160.1	160.1	26.3
Peaches, 20 oz.....	tin	10.15	105.1	106.1	156.3	156.3	155.8	30.7
Marmalade, orange, 16 oz.....	jar	118.3	128.9	128.9	148.8	150.2	150.2	20.4
Corn syrup, 2 lb.....	tin	138.0	158.2	157.7	202.0	197.4	194.5	33.3
Sugar, granulated.....	lb.	132.3	132.3	132.3	149.2	149.2	149.2	9.7
Sugar, yellow.....	lb.	131.3	134.9	134.9	154.0	154.0	154.0	9.7
Coffee.....	lb.	141.6	131.4	131.7	172.5	176.9	179.3	60.6
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	173.8	174.1	174.1	51.2

* Descriptions and units of sale apply to March, 1948, prices.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1946	1947	Feb. 1947	Dec. 1947	Jan. 1948	Feb. 1948
All commodities	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	108.7	129.0	118.1	143.5	146.9	147.3
Classified According to Chief Component															
Material—															
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	97.8	115.1	102.3	130.7	132.6	131.4
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	114.5	131.8	123.0	148.9	159.1	159.5
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.2	91.0	91.8	97.0	128.1	111.1	147.1	149.1	154.0
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	93.9	62.8	79.0	96.0	120.0	132.3	162.6	149.0	177.7	181.7	182.4
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	126.1	137.7	131.9	149.3	150.6	150.6
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	88.0	124.5	115.0	135.8	137.0	138.8
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	103.1	113.6	106.3	122.6	125.6	125.6
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	95.2	108.0	103.8	112.8	113.7	114.0
Classified According to Purpose—															
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	101.1	116.9	107.2	130.8	135.2	136.7
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	107.5	122.4	111.6	139.6	146.7	147.9
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	96.8	113.3	104.3	125.0	127.5	129.8
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	105.7	129.1	117.4	143.3	145.8	145.4
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	119.1	121.2	132.1	124.5	141.9	142.9	143.1
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	104.0	128.8	110.6	143.5	146.1	145.7
Building and Construction Materials.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	134.8	166.1	151.5	189.2	187.8	187.9
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	98.8	122.4	110.7	135.8	139.0	138.6
Classified According to Degree of Manufacture—															
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	109.5	130.4	119.4	145.1	148.3	147.2
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	83.8	94.0	98.8	117.2	106.8	132.0	136.5	137.2
Canadian Farm Products†—															
Field.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	130.1	145.9	100.8	115.1	116.4	113.5
Animal.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	101.7	101.0	103.9	140.1	156.8	164.4	164.3
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	109.7	111.9	120.1	115.5	130.7	134.4	132.5

* The indexes for 1947 and 1948 are subject to revision.

† The field and animal indexes under Canadian Farm Products from 1913 to 1946 as shown in the April 1948 issue are incorrect. The correct series is shown above.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Bureau of Statistics	Consumers' Price Index (j)	Wholesale, Board of Trade	Interim Index of Retail Prices (k)	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Retail Prices (e)
Number of Commodities:	508		889	1935-1939	200	June 1947 (k)	78	July 1914	188	1910	1936-1939 = 1000	1936-1939 = 1000	180	1926-1930 = 1000
Base Period	1926	1935-1939	1926	1935-1939	1930	June 1947 (k)	July 1914	June 1914	1910	1938	1936-1939 = 1000	1936-1939 = 1000	1926-1930 = 1000	December, 1942 = 1000 (e)
1913	64.0	(a) 79.1	69.8	(b) 70.7	100.0	(a) 100	(g) 100	(c) 100	112.5	81.4	.....	(d) .....	.....	(b)
1914	65.5	79.7	68.1	71.8	.....	(g) 100	.....	(h) 100	109.0	85.5	.....	.....	748	628
1915	70.4	80.7	69.5	72.5	.....	123	.....	.....	120.4	80.8	.....	.....	805	676
1916	84.3	87.0	85.5	77.9	.....	146	.....	.....	137.0	85.5	.....	.....	882	724
1917	114.3	102.4	117.5	91.6	.....	176	.....	.....	158.3	69.6	.....	.....	1024	786
1918	127.4	115.6	131.3	107.5	.....	203	.....	.....	172.3	106.4	.....	.....	1225	850
1919	134.0	126.5	138.6	123.8	.....	215	.....	.....	185.4	117.7	.....	.....	1282	880
1920	155.9	145.4	154.4	143.0	.....	249	.....	.....	201.2	149.8	.....	.....	1428	1019
1921	110.0	129.9	97.6	127.7	.....	226	(i) 200.1	.....	251.2	132.0	.....	.....	1536	1019
1922	97.3	120.4	96.7	119.7	.....	183	(j) 157.9	.....	180.5	132.0	.....	.....	1604	1019
1926	100.0	121.8	100.0	126.4	.....	172	144.5	.....	144.5	110.1	.....	.....	1594	952
1928	98.4	120.5	96.7	122.6	.....	166	144.6	.....	138.7	106.3	.....	.....	1053	1010
1929	98.6	121.7	96.7	122.5	.....	164	141.2	.....	135.8	106.6	.....	.....	994	1004
1930	80.6	120.8	86.4	119.4	.....	100.0	125.6	.....	130.5	104.1	(f) 1103	.....	988	1006
1933	67.1	94.4	65.9	92.4	.....	85.7	125.6	.....	115.5	83.2	.....	.....	963	981
1938	78.6	102.2	77.1	100.3	.....	140	107.1	(i) 131	104.7	100.0	.....	.....	904	795
1939	75.4	101.5	78.0	99.4	.....	101.4	111.2	.....	117.4	100.0	.....	.....	1036	951
1940	82.9	105.6	80.6	100.2	.....	158	143.0	.....	114.6	101.1	.....	.....	1071	990
1941	90.0	111.7	87.3	105.2	.....	184	153.5	.....	127.3	103.4	.....	.....	1195	1035
1943	100.0	118.9	103.1	123.6	.....	199	183.5	.....	140.1	108.2	.....	.....	1311	1073
1944	102.5	118.0	104.0	125.5	.....	162.8	199	.....	170.6	124.4	.....	.....	1513	1003
1945	103.6	119.5	105.8	128.4	.....	166.2	201	.....	176.6	128.6	.....	.....	1673	1003
1946	108.7	123.6	112.1	139.2	.....	169.0	203	.....	179.2	132.2	.....	.....	1750	1003
1947—January	114.2	141.5	141.5	153.3	.....	181.6	204	.....	183.4	134.1	.....	.....	1584	1004
February	118.1	127.8	144.6	153.2	.....	203	214.7	.....	187.0	135.3	.....	.....	1569	1008
March	120.4	128.9	149.5	156.3	.....	204	219.0	.....	186.9	137.2	.....	.....	1571	.....
April	122.9	130.6	147.7	156.1	.....	203	219.0	.....	187.0	137.2	.....	.....	1571	.....
May	125.3	133.1	147.1	156.0	.....	203	221.0	.....	187.0	138.6	.....	.....	1571	.....
June	127.8	134.9	147.6	157.1	.....	203	223.3	.....	188.2	139.3	.....	.....	1571	.....
July	129.1	135.6	150.6	158.4	.....	203	223.3	.....	189.6	140.8	.....	.....	1571	.....
August	130.8	136.9	153.6	160.3	.....	101	223.9	.....	191.5	141.2	.....	.....	1571	.....
September	133.8	139.4	157.4	163.8	.....	101	224.2	.....	194.5	142.1	.....	.....	1571	.....
October	139.3	142.2	158.5	163.8	.....	101	229.7	.....	196.1	140.9	.....	.....	1571	.....
November	142.5	146.0	159.7	164.9	.....	104	231.5	.....	197.3	140.8	.....	.....	1571	.....
December	143.5	143.6	163.2	167.0	.....	103	232.3	.....	198.0	140.6	.....	.....	1571	.....
1948—January	146.9	148.3	165.6	168.8	.....	104	234.4	.....	223	.....	.....	.....	1571	.....
February	147.3	150.1	165.6	167.5	.....	104	234.4	.....	224	.....	.....	.....	1571	.....
March	150.8	160.8	167.5	167.5	.....	104	234.4	.....	224	.....	.....	.....	1571	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. Earlier indexes on base 1926-30=1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised. (j) From August, 1945. (k) Consumers' Price Index for Moderate-Income Families in Large Cities. (l) New series June 17, 1947=100. Interim Index of Retail Prices (H.M.S.O., June 1947). 1914 to May, 1947 on base July, 1914=100.

G—Strikes and Lockouts

TABLE G—1.— STRIKES AND LOCKOUTS IN CANADA, JANUARY-MARCH, 1947-1948†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1948*						
January.....	19‡	19	12,595‡	12,595	135,780	.17
February.....	8	15	1,863	11,082	140,945	.18
March.....	8	14	1,235	3,725	56,808	.07
Cumulative totals.....	35		15,693		333,533	.14
1947						
January.....	14‡	14	3,293‡	3,293	28,504	.04
February.....	13	21	29,449	32,552	198,214	.25
March.....	13	21	1,012	17,070	378,580	.49
Cumulative totals.....	40		33,754		605,298	.26

* Preliminary figures.

† Strikes un-terminated at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G—2.— STRIKES AND LOCKOUTS IN CANADA DURING MARCH, 1948 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars (2)
	Establish-ments	Workers		
Strikes and Lockouts in Progress prior to March, 1948				
LOGGING— Loggers, Carter Bay, B.C.	1	70	1,500	Commenced February 17; protesting increase in rates for board from \$1.50 per day to \$2.00; terminated March 29; return of workers pending reference to arbitration; indefinite.
MINING— Coal miners, Alberta and British Columbia	13	1,700	35,000	Commenced January 13; for a new agreement providing for increased wages and other changes; un-terminated.
MANUFACTURING— Textiles, Clothing, etc. Hosiery factory workers, Drummondville, P.Q.	1	400	9,000	Commenced February 16; for im-plementation of award of arbi-tration board providing for in-creased wages and other changes in new agreement under negoti-ations; terminated March 31; conciliation provincial, followed by negoti-ations; compromise.
Clothing factory workers, Hawkesbury, Ont.	1	11	100	Commenced February 17; for in-creased wages, piece rates; termi-nated March 13; negotiations; in favour of workers.
Metal Products— Metal factory workers, Dundas, Ont.	1	(3) 300	4,000	Commenced February 2; for a new agreement providing for increased wages; un-terminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING MARCH, 1918 (1)—*Con.*

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars (2)
	Establishments	Workers		
Strikes and Lockouts in Progress prior to March, 1918				
SERVICE— <i>Public Administration—</i> Bookbinders, Toronto, Ont.	1	9	100	Commenced February 20; for increased wages; employment conditions no longer affected by March 31; indefinite.
Strikes and Lockouts Commencing during March, 1918				
LOGGING— Loggers, Port Hardy, B.C.	1	160	800	Commenced March 15; protesting increase in rates for board from \$1.50 per day to \$2.00; terminated March 19; return of workers pending reference to arbitration; indefinite.
MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Clothing factory workers, Granby and Roxton Pond, P.Q.	2	290	580	Commenced March 30; alleged discrimination in lay-off of workers; un-terminated.
<i>Metal Products—</i> Hardware factory workers, Hamilton, Ont.	1	370	1,295	Commenced March 15; for a new agreement providing for increased wages, union shop, etc., terminated March 18; return of workers pending reference to provincial conciliation; indefinite.
TRANSPORTATION— <i>Other Local and Highway—</i> Taxi drivers, Toronto, Ont.	1	44	88	Commenced March 15; alleged violation of terms of agreement in dismissal of three drivers; terminated March 16; negotiations; compromise, two drivers re-instated.
Water— Ships' officers and seamen, Halifax, N.S., Saint John, N.B. and British Columbia Ports.	40	300	4,000	Commenced March 1; for a new agreement providing for increased wages, changes in working conditions, union security, etc., un-terminated.
TRADE— Wholesale grocery ware- housemen, Moncton, N.B.	1	19	50	Commenced March 18; alleged discrimination in dismissal of three workers; terminated March 20; return of workers pending settle-ment; indefinite.
SERVICE— <i>Business and Personal—</i> Garage mechanics, Toronto, Ont.	1	36	45	Commenced March 9; for a new agreement providing for increased wages, pay for eight statutory holidays, and two weeks' vacations with pay; terminated March 10; return of workers pending further negotiations; indefinite.
Waitresses, Calgary, Alta.	1	16	250	Commenced March 9; against dis-missal of one worker; un-terminated

(1) Preliminary data based where possible on direct reports from parties concerned; in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 102 indirectly affected.

THE LABOUR GAZETTE

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The Labour Month In Brief

In response to seasonal influences, employment has advanced steadily since early in April. By May, labour shortages were apparent in some sections of the country and in some industries. Immigrants were being directed to areas where shortages were most persistent, and many students were finding temporary jobs in summer-active industries.

Industrial production continued to increase. The new plant and equipment constructed during the past two years was an important factor in this rising trend; while the passage of the European Recovery Program in the United States had brightened the outlook in many of the export industries. Another favourable factor was that strike activity during the first four months of 1948 was at a considerably lower level than in the corresponding period of 1947.

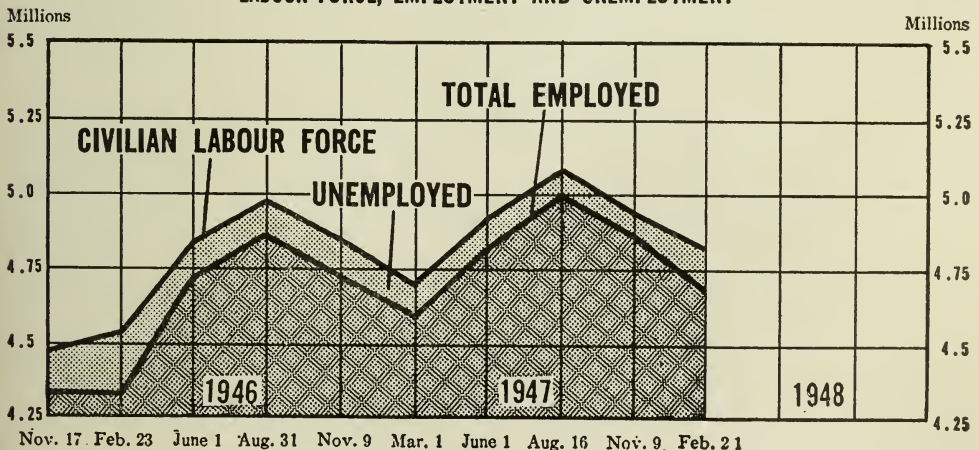
Along with the larger production and increased employment, however, there was a renewed trend toward rising prices; while there was some evidence that the volume of goods moving through retail channels was smaller than a year ago.

Employment

Total employment in Canada was 100,000 higher than at the corresponding date in 1947, according to the latest labour force survey of the Dominion Bureau of Statistics, covering the week of February 21, 1948. The Bureau's monthly employment index (based on returns from leading industrial employers) indicated that this trend was continuing into April.

However, unemployment was also somewhat higher than in 1947. A rise of 15,000 in the number of unemployed persons, which was indicated in the labour force survey at February 21, was attributed by the Bureau to unusually sharp seasonal declines in logging and building construction. Despite this small rise, unemployment only exceeded five per cent of the total labour force in one area of the country. In the Maritimes, estimated unemployment in the week ending February 21 amounted to about 5.9 per cent of the labour force in that area; for Canada as a whole only slightly over three per cent of the labour force was unemployed.

LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT



The number of unplaced job-seekers registered at National Employment Offices was also slightly higher in the early part of 1948 than in 1947. Starting at 165,000 at May 1, the total was 9,000 higher than a year earlier, but was declining rapidly from the winter peak of over 200,000.

Industrial Relations

Time loss from strikes during April was less than one-tenth of one per cent of estimated total working time. Less than half as many workers had been involved in strikes from January to April, 1948, as in the corresponding period in 1947, and the time loss was about 60 per cent less, amounting to 383,000 man-working days, as compared with 971,000 in the first four months of 1947.

In the field of federal jurisdiction, the most important developments concerned the wage demands of various groups of railway employees. (See p. 571.) As the *LABOUR GAZETTE* went to press, Conciliation Board recommendations had been rejected by the employees' representatives, who announced that strike votes of the union membership would be held; and the two Boards had been reconvened to function in a mediatory capacity.

Another important dispute, described elsewhere in this issue, arose from the refusal of two inland shipping companies to renew collective agreements with the Canadian Seamen's Union.

Cost of Living

The Dominion Bureau of Statistics cost-of-living index rose from 151.6 for April 1 to 153.3 for May 1, 1948. Substantial increases for meats and vegetables accounted for a major proportion of this advance. The food index mounted from 186.8 to 191.2; apart from meats and vegetables, price changes were moderate with slightly lower citrus fruit quotations partially offsetting scattered advances in other food sub-groups. Increases for coal, coke and gas moved the fuel and light index from 121.3 to 122.7. The rentals index rose from 119.9 to 120.9. Changes in clothing and home furnishings were small when compared with those of the past few months. The clothing index rose fractionally from 172.9 to 173.6, while advances and declines in the home-furnishings and services group balanced, leaving this index at 161.9. The miscellaneous item index likewise remained unchanged at 122.9.

Production

The seasonally adjusted index of industrial production has continued to move gradually upward throughout the first quarter of 1948, and the index for March was 182.9, about 3.3 per cent higher than March, 1947. In manufacturing, where the index for March reached a new peacetime high of 194.2, activity based on iron and steel has been especially strong. Steel production for the month was over 286,000 tons and current output now exceeds the wartime peak. Automobile shipments showed a strong recovery from the interruptions caused by power shortages in the first two months of the year and March shipments were about six per cent above the 1947 high reached last October. Another heavy steel consumer, agricultural implements, is also expanding strongly and employment at March 1 was up more than 10 per cent over the last quarter of 1947.

Retail Sales

In contrast to the strength shown by data on production and employment, there has been some evidence that the volume of goods moving through retail channels is smaller than it was a year ago. Retail sales during the first quarter of 1948 were up 11.4 per cent over the first quarter of 1947, even though Easter sales fell entirely in March this year. But the index of retail commodity prices was up almost double this amount, about 22 per cent, an indication that the physical volume of goods sold is down. Since the index of retail sales is based on a constant number of stores it may understate the total increase in sales for the country as a whole, and at least part of the decline in volume may be offset by sales through new retail outlets. Almost 5,000 contracts were awarded for the construction of new stores during 1946 and 1947.

Earnings

Average hourly earnings, which had declined slightly at the beginning of the year, reached a new maximum at the beginning of March, standing at 88 cents, as compared with 86.1 cents a month earlier, and 77.1 cents at March 1, 1947. At the beginning of March, the reported weekly wages in manufacturing as a whole averaged \$38.02, the highest figure in the record, as compared with \$37.06 in the week ending February 1, 1948, and \$33.46 in the week of March 1, 1947.

NOTES OF CURRENT INTEREST

Industrial Relations Committee studies labour bill

The Industrial Relations Committee of the House of Commons commenced its sittings on April 14, and elected as its chairman Mr. P. E. Cote, Parliamentary Assistant to the Minister of Labour.

Dealing with the industrial relations bill (Bill 195) which had been introduced in the House of Commons by the Minister of Labour earlier in the month (L.G., May, 1948, p. 425), the Committee decided not to accept further oral representations from interested parties, but to proceed immediately with clause-by-clause consideration of the bill. The Committee had before it the representations which had been made by labour and employer organizations in 1947, and decided to consider such additional representations as they might care to submit in written form.

During the course of the hearings, the Hon. Humphrey Mitchell, Minister of Labour, pointed out that the provisions in the bill setting forth the conditions precedent to a strike or lockout would outlaw sympathy strikes.

The day-to-day Minutes of Proceedings and Evidence of the Committee may be subscribed to from the King's Printer, Ottawa, at a price of \$1.

Cabinet Committee on Economic and Industrial Development

A Cabinet Committee has been established to deal with problems related to the maintenance of a high level of employment and income, and in connection with economic and industrial development in Canada. The Committee, whose chairman is the Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Reconstruction and Supply, replaces the Cabinet Committee on Reconstruction established in 1945 to deal with the problems of the transition from a wartime to a peace time economy.

The following are the terms of reference of the Cabinet Committee on Economic and Industrial Development as approved by the Cabinet on April 21, 1948.

(1) The Committee shall advise the Government on:—

(a) matters requiring consideration by the Government in connection with general economic and industrial development;

(b) appropriate measures required from time to time for maintaining a high level of employment and income in Canada as a whole or in any region, including both the initiation of projects and the use of labour in this connection; and

(c) public investment policy as related to public projects and projects for resources development including the preparation and utilization of a shelf of reserve projects, and use of the Special Projects Vote.

(2) In performance of these duties the Committee shall advise the Government on all proposals of departments and agencies of Government in the foregoing fields, whether involving expenditures or otherwise.

Movement by air of immigrants from U.K.

Arrangements have been completed by the Dominion Government to charter Trans-Canada Airlines planes to bring 10,000 immigrants to Canada from the United Kingdom before March 31, 1949. To provide for this increased movement by air, Canadian immigration staffs overseas will be expanded.

Priority will be given to immigrants with assured employment awaiting them in Canada and officers of the Department of Labour will be stationed in immigration offices in the United Kingdom. The Labour Department officers will advise those intending to emigrate regarding prospects in Canada and will, wherever possible, arrange for definite placement in Canadian employment prior to the departure of the immigrant.

The first flight took place on May 11. The planes land at Dorval airport, Montreal, and at Malton airport, Toronto. The Department of Labour has representatives at both airports to assist the new arrivals with respect to employment matters.

Quota increased for entry of displaced persons

On April 22 an Order in Council was passed increasing from 20,000 to 30,000 the number of displaced persons who may be admitted to Canada.

The number of displaced persons admitted under this authority will be credited against any quota which may be assigned to Canada by international agreement. Displaced persons who are close relatives of residents of Canada and are admitted to the country as such are not charged against the quota of 30,000 referred

to so that in effect the number of displaced persons to be admitted will be considerably higher than the 30,000 figure.

At the end of April approximately 16,000 displaced persons had entered the country of whom 9,500 were workers. During the month of April the total number of workers from displaced persons' camps who arrived in Canada was 2,000. Included among those who arrived during April were 600 men for employment on projects of the Ontario Hydro-Electric Power Commission, 550 men for railway track maintenance work, 260 metal miners, 220 female domestic workers and 190 garment workers.

Deportation of Reid Robinson carried out

Reference was made in last month's *LABOUR GAZETTE* (p. 415) to the decision of an immigration board of inquiry that Reid Robinson, Eastern Vice-President of the International Union of Mine, Mill and Smelter Workers, should be deported under subsections (n) and (o) of section 3 of the Immigration Act (which prohibit the entry into Canada of, among others, persons believing in or advocating the overthrow by force or violence of the Government of Canada or of constituted law and authority).

On April 23 an appeal by Mr. Robinson was dismissed by the Hon. J. A. MacKinnon, Acting Minister of Mines and Resources.

Early in May Mr. Robinson was returned to the United States, a writ of habeas corpus having been refused by Chief Justice J. C. McRuer of the Ontario Supreme Court.

Unemployment Insurance Act amended

Amendments to the Unemployment Insurance Act adopted recently by Parliament provide, among other things, for increases in the benefits to unemployed insured persons, and a general revision of the contribution rates.

The maximum benefit rate that may now be paid an insured person with a dependent becomes \$18.30 weekly instead of \$14.40, or \$3.05 per day instead of \$2.40. For the person without a dependent the maximum benefit is increased from \$12.30 to \$14.40 per week, or from \$2.05 to \$2.40 per day.

A new class has been added in the benefit and contribution schedules for employees in receipt of wages of \$34 a

week or more. In this class ("class 8"), the weekly contribution rate for employer and employee is 42 cents. The new benefit rates are based on the average of the 180 most recent contributions paid by the insured person during the two years immediately preceding the benefit year.

In explaining the changes in rates in the House of Commons on April 17, the Hon. Humphrey Mitchell, Minister of Labour, said in part:—

"It will be appreciated by Members of the House that the unemployment insurance fund must be maintained on an actuarial basis. We cannot gear the rate of benefits to fluctuations in the cost-of-living index. An upward change in wage levels, however, puts the wage-earner concerned in a higher class for insurance purposes and in that way he gets a higher rate of benefit should he become a claimant."

Among other changes in the Act, the insurable annual ceiling has been raised from \$2,400 to \$3,120 for monthly rated employees. (There is no ceiling for hourly rated workers.) This change had previously been in effect from January 1 by Order in Council.

Other amendments make administrative changes which will enable the payment of benefits to be speeded up.

A more detailed summary of the amendments will be given in a subsequent issue of the *LABOUR GAZETTE*.

Extension of vocational training to unemployed persons

A recent amendment to the Vocational Training Co-ordination Act, introduced in the House of Commons by the Hon. Humphrey Mitchell, Minister of Labour, on April 19, and given royal assent on May 14, extends the scope of the Act in regard to the training of unemployed persons.

The Act provides for a number of types of training under Dominion-provincial agreement (see p. 559), one of which is the operation of a program to fit for gainful employment persons directed for training by the Unemployment Insurance Commission.

The purpose of the amendment is to provide that training need not be confined to persons in receipt of unemployment insurance benefit, so as to include persons who have exhausted benefits or have not been working in insurable occupations.

"Up to the present," the Minister explained, "fortunately it has not been necessary to make very much use of the provision for the training of unemployed persons, because, outside of seasonal and temporary lay-offs, there has been little unemployment in Canada since the termination of the war in 1945. However, it is desirable to make provision for such training so that it may be provided when required.

"This program for training of unemployed persons has been discussed with the provincial authorities and all provinces have expressed their willingness to co-operate with the Dominion in plans for such training."

Vocational training agreements extended

Mr. Paul E. Coté, Parliamentary Assistant to the Minister of Labour, tabled in the House of Commons on April 5 an Order in Council (P.C. 1146, March 25, 1948), passed under the provisions of the Vocational Training Co-ordination Act.

The Order provides for the consolidation into one agreement of several types of training being carried on under financial arrangements between the Dominion and provincial governments. The types of training are: training of veterans, training of unemployed workers, youth training and student aid, training of foremen and supervisors. The new agreement will run for two years from April 1, 1948, whereby the Dominion Government will pay dollar for dollar the cost of training all except war veterans. The entire cost of the training of war veterans, as has been the case in previous agreements, is to be borne by the Dominion Government.

Rate of interest lowered for Government annuities

On April 19 the Hon. Humphrey Mitchell, Minister of Labour, tabled in the House of Commons copies of Orders in Council P.C. 1713 and P.C. 1714, dated April 16, and having to do with the operation of the Government Annuities Act.

The Minister made the following statement: "The Orders have changed the rate of interest to be used in computing the purchase price of annuities from four per cent per annum to three per cent per annum, compounded yearly. In other words, it is a reduction in the rate allowed

on money paid for purchase from four to three per cent.

"Changes have been made in the mortality table to be used in computing the purchase price of annuities and direction given as to the interest rate and mortality table to be used in computing the purchase price of annuities and direction given as to the interest rate and mortality table to be used in calculating the liability for any annuity. Provision has also been made for necessary alterations resulting from these changes in the forms of application for annuities.

"The change in the interest rate has been made in order to make it the same as the rate paid on long-term Government bonds.

"The Government will, of course, continue to contribute towards the cost of administration of the Annuities Branch so that, from an investment point of view alone, the purchase of annuities will be attractive. Actually the contribution through the cost of administration will be increasing.

"In selling annuities it will be appreciated that the length of life of the purchaser is of vital importance. Recent figures published by the National Office of Vital Statistics of Washington show that the average length of life of the American people in 1945 reached a new high of nearly 66 years. This was two and a quarter years more than the corresponding figure in the immediate pre-war period and 16½ years above the level prevailing at the beginning of the century.

"Canadian experience probably approximates that in the United States and the trend is continuing. The present mortality basis established in 1937 allowed a small margin for improvement in mortality and has measured, with a slight margin, the actual experience. The new mortality basis is considered necessary to provide a margin of safety for contracts maturing in future years.

"These Orders have effect as of the 19th day of April, 1948, but do not change existing contracts.

"The Government Annuities Act is in my judgment an excellent act and I consider it most advisable that it be kept on a sound basis."

On April 27 the Minister stated in the House the amounts which it had been

necessary to transfer in order to maintain reserves and the expenses of administration, the figures being as follows:—

At or for the year ending	Amount transferred to maintain reserve	Expenses of administration
March 31, 1947..	\$977,069.58	\$566,968.04
March 31, 1946..	293,797.96	400,916.51
March 31, 1945..	257,288.00	353,556.72
March 31, 1944..	32,180.49	303,917.28
March 31, 1943..	497,790.26	264,228.67

Provincial apprenticeship standards

The Department of Labour issued a brochure in March which provides a tabular analysis of provincial apprenticeship standards.

Each province has an Apprenticeship Act providing, except in Quebec, for a provincial system of apprenticeship under a director with an advisory board or committee. The Quebec Act provides for local schemes carried out by local apprenticeship commissions, which may be incorporated for any trade. Most of the provincial Acts make provision for trade committees to advise concerning apprenticeship rules and to supervise the scheme in particular trades.

All the provinces, except Quebec and Prince Edward Island, have made agreements with the Dominion under the Vocational Training Co-ordination Act, 1942, for financial assistance in promoting apprenticeship.

Apprenticeship in the building trades, sheet-metal work, motor mechanics and barbering is provided for in most of the provinces, but there are considerable variations from province to province in the established standards to be met by apprentices before being given journeyman rating. However, attempts are being made through the Canadian Vocational Training Advisory Council and other agencies to set up common standards, as far as possible on a Dominion-wide basis.

Trade unions in Canada

The most comprehensive study of unionism in Canada that has so far been published is entitled *Trade Unions in Canada*,

and was issued by the Macmillan Company of Canada, Toronto, early in 1948. The author is Professor H. A. Logan, of the Department of Economics, University of Toronto.

As stated in the preface, "this is a book of description and narrative with evaluation relegated chiefly to the choice of material. As a history it gives more space

to structure and accomplishment than to the portrayal of doctrines . . . its outlook is non-partisan, objective."

Commencing with a survey of the early history of the Canadian labour movement, the 639-page volume proceeds to detailed descriptions of the development of unionism in various industries, and of the activities of the national congresses, their structure, their objectives, and their policies in World War II and after.

Community Planning Association of Canada

The Community Planning Association of Canada was formed nearly two years ago (L.G., July, 1946, p. 1000; Dec., 1946, p. 1682) to promote public

understanding of and participation in community planning. "Community" in this sense means a local group of people with needs in common—whether a small neighbourhood with its primary school, a metropolitan city, or a regional economic system. "Planning" means essentially the ordering of local land use to meet the dwelling, employment, recreation and communication needs of the people. The function of the Association of Canada is twofold: to widen citizen knowledge of the aims and methods of community planning, and especially to afford to the general public a practical channel through which to describe the ways in which they wish their localities to be developed.

Most Canadian communities are now undergoing rapid physical changes; and over one hundred of them have appointed local planning boards to study and advise upon these problems. But expert advice has in the past often failed to gain acceptance, through lack of popular understanding and support.

To foster local study of the problems members of the Association have formed branches in the major cities of Canada. Examples of their activity include: public meetings to deal with local housing, schooling and recreation needs; briefs and delegations to authorities concerned with conservation and development policies; conferences to scrutinize general planning legislation or particular planning schemes; and so on. Films, displays and radio discussions are employed to widen the effect of these activities.

The organ of the Association, called *Layout for Living* is published ten times yearly; a French language edition *Urbanisme* has just been launched. These

and other publications are distributed to the members, who now number some hundreds from Halifax to Victoria.

Further information concerning the Association may be obtained from its headquarters, 56 Lyon St., Ottawa.

**U.K. Bill
for medical
examination
of workers
under 18**

The Factories Bill, recently introduced in the Parliament of the United Kingdom, will amend the provisions of the 1937 Act concerning the medical examination of young workers, the power of the Minister to make health and safety regulations, seats for factory workers, and the power of courts of summary jurisdiction to deal with factories which are dangerous.

In future, a Court order may be issued to prohibit the use as a factory not only of any premises which are in a dangerous condition but also those in which there is an undue risk to the safety, health, or welfare of the workers. As a general rule, anyone intending to occupy a factory, or to use mechanical power for the first time, will have to give a month's advance notice. The present Act requires notice to be given a month after the factory has been occupied or the mechanical power put into use.

As regards the medical examination of young workers, the 1937 Act requires all young persons under 16 to be examined and certified fit for employment within 14 days after they have entered on any job. Certificates may be issued subject to certain conditions as respects the nature of the work or subject to re-examination after a specified interval. The amending Bill is based on the International Labour Convention of 1946. It raises the age-limit to 18 years from October 1, 1948, and requires each juvenile to be examined at least once a year. The provision will now apply not only to factory employment but to work in loading, unloading and coaling of ships, on jobs around harbours and wet docks, and on building and engineering construction. The provision in the present Act, whereby the Minister can order special medical examinations if he suspects that changes in a process or the use of new material or any other change may endanger health, is to be extended to cover the arrival of a consignment of material thought to be infected or any change in conditions of work other than a change in a process.

Suitable facilities for sitting for all female workers whose work is done stand-

ing so as to enable them to take advantage of any opportunities for resting which may occur in the course of their employment are required to be provided by the 1937 Act. The 1948 proposed amendment will require, after October 1, 1950, seats to be provided for all workers, regardless of age or sex, and, where a substantial part of the work can be done in a sitting position, seats suitably designed for the particular work and footrests where necessary for the comfort of the workers are to be provided.

**Vocational
guidance
for youth
in U.K.**

To aid in guiding young people into suitable employment is the object of the Employment and Training Bill recently introduced in the British House

of Commons.

Part I of the Bill consolidates existing legislation concerning employment and training services and, in addition, gives legal authority for the present practice of giving advice and guidance to juvenile applicants at employment exchanges, authorizes schemes for training within industry for such posts as foremen and supervisors, and empowers the Government to provide training for employed persons, as well as unemployed, so as to provide for the more satisfactory distribution of labour.

Part II of the Bill gives effect to the recommendations of the Committee on the Juvenile Employment Service (under the chairmanship of Sir Godfrey Ince, Permanent Secretary of the Ministry of Labour) which reported in November, 1945 (L.G., 1946, p. 13). The Juvenile Employment Service is to include a Central Juvenile Employment Executive, made up of officers of the Ministry of Labour and of the Education Departments of England and Wales and of Scotland, and a National Juvenile Employment Council with Advisory Committees from Scotland and Wales which will advise the Ministry on all questions affecting juvenile employment.

To assist boys and girls in choosing an occupation, local education authorities are to submit schemes for a vocational guidance service to the Ministry of Labour within six months after the Act comes into operation. The school authorities are to be required to furnish the Juvenile Employment Service with the particulars concerning the health, ability, educational attainments and aptitudes of young people leaving school which are necessary for the purpose of vocational guidance. Contrary

to the recommendation of the Ince Committee, boys and girls leaving school will not be compelled to attend employment exchanges to receive advice on employment, but young people in their last year at school will be given opportunity to visit factories and other work-places and to hear talks from persons with experience in different branches of industry.

Another important provision ensures financial help to young persons who show aptitude for any skilled occupation which is not available in their district. Grants to enable them to take up training away from home will allow them a few shillings pocket-money after paying for board, lodging and other services. This scheme has been in operation for some months and some 400 youths, mostly from remote rural areas, are being given an opportunity to learn various trades away from home.

Agreement on dual membership between two British unions An agreement respecting dual membership has been reached between two of the leading British trade unions, the Amalgamated Union of Building Trade Workers and the National Union of Mineworkers.

The agreement was signed on January 13, 1948 "with the object of preventing disputes between the two unions and to promote complete organization in the coal fields."

It provides that members of the building workers' union employed in and around collieries shall also become members of the mineworkers' union; and that the mineworkers' union raises no objection to its building trade workers becoming members of the Amalgamated Building Workers, thus entitling them to full recognition and assistance should they terminate their employment in the coal fields.

Consultation is to take place between the two organizations in advance of negotiations on the wages of colliery craftsmen; and questions affecting membership or other matters of mutual concern are to be dealt with by a joint meeting of three representatives of each body.

Arbitration of disputes in U.K. Britain's National Arbitration Tribunal, recently gave its thousandth award, according to the March issue of *Labour and Industry in Britain*. The Tribunal was set up by the Minister of Labour and National

Service in 1940, following consultation with the British Employers' Confederation and the Trades Union Congress, to deal with trade disputes that could not be settled by other means. The establishing Order provided that while the existing collective bargaining machinery should continue to operate, matters which could not be settled might be referred to the Minister; whereupon it would be illegal to proceed to a strike or lockout unless the dispute was not disposed of, or referred to the Tribunal, within three weeks.

Members of the Tribunal are drawn from a panel of "appointed members" (independent persons) and panels of persons chosen to represent employers and workers nominated by the Minister after consultation with the management and labour organizations. For any one case, the Tribunal is constituted of three appointed members (one of whom is chairman) and two other members, one from the employers' and one from the workers' panels. Neither of these panel members must have any direct connection with the industry under dispute.

Since its establishment more than 1,170 cases in many industries have been referred to the Tribunal, sometimes dealing with entire industries, in other cases with one worker.

U.S. Mine Workers fined for contempt of court On April 19 John L. Lewis and his union, the United Mine Workers, were found guilty of civil and criminal contempt in disregarding a federal court order, served April 5, directing them to end the coal strike that began on March 15 (L.G., May, 1948, p. 420).

Mr. Lewis was fined \$20,000 and the union \$1,400,000 on the criminal charge.

The union decided to appeal the case to the Supreme Court, but Mr. Lewis immediately sent a personal appeal to his district representatives urging them to get the miners back to work at once.

The sentence for civil contempt, which the judge intimated might have involved a jail sentence for Mr. Lewis, was postponed for a few days at the government's request; and was later postponed indefinitely when the government attorney indicated that most of the miners had returned to work and no useful purpose would be served by punishing the defendants further.

In finding the defendants guilty, Justice T. Alan Goldsborough enunciated what he termed a new principle of law, namely

"that a union that is functioning must be held responsible for the mass action of its members." Countering the union statement that no strike had been called but that the miners had walked out spontaneously on learning that the operators had "dishonoured" their contract, Justice Goldsborough said that "if a nod or a wink or a code was used in place of the word 'strike' there was just as much a strike called as if the word 'strike' had been used." He stressed that obviously men do not act collectively without leadership, that unions can be preserved only by being responsible for their members' mass action, and that if they are not responsible for such action, if "a code, instead of the word 'strike' . . . is recognized as valid by the courts, then you will have among the unions lawlessness, chaos and ultimate anarchy."

On April 21, the day after he assessed the fines, Justice Goldsborough issued an injunction under the Taft-Hartley law forbidding Lewis and the UMW to strike for eighty days.

Meanwhile the original cause of the strike, the question of miners' pensions, had not been finally settled. The board of trustees of the pension fund was completed shortly before the court proceedings when Mr. Lewis for the union and Mr. Ezra Van Horn for the employers agreed on the appointment of Senator Styles Bridges as the third member. Mr. Lewis and Senator Bridges immediately agreed on a plan to provide pensions of \$100 a month for miners at 62 years of age after twenty years' service in the mines; but Mr. Van Horn petitioned for an injunction against the payment of pensions under this plan, which, he claimed, was not actuarially sound.

**U.S. Steel
refuses pay
increases
and lowers
prices**

A development of considerable importance in wage negotiations in the United States took place late in April when the United States Steel Corporation announced simultaneously its rejection of union wage demands and reductions in prices which it said would total \$25 million annually.

The United Steelworkers of America (CIO) had signed a two-year contract with the company in the spring of 1947, which included a no-strike pledge. Following the company's announcement, Mr. Philip Murray, president of the union, stated that the steel workers would live up to their agreement not to strike, but expressed the view that the corporation's

profits in 1947 indicated that it could make a larger price reduction and still retain a sufficient profit margin to grant the union's demand for a wage increase.

Mr. Benjamin Fairless, president of the company, asserted that the main object of its action was to halt the inflationary spiral, and that the price reduction would affect a number of products used in home building and the manufacture of consumer goods.

A number of other steel companies followed the example of U.S. Steel in rejecting wage demands and reducing prices. Similar action was taken by two big electrical companies, General Electric and Westinghouse.

**Survey of
causes of
absenteeism
in U.S.A.**

A spot survey of work absences in industry conducted jointly last year in the United States by the Social Security Administration, the United States Public Health Service and the Bureau of Labour Statistics, indicated that "nearly two-thirds of all work absences for which the reasons were known, were ascribed to illness or accidents not related to employment."

About 260 manufacturing plants, with approximately 160,000 workers were included in the survey. The samples were drawn from a sufficient range of manufacturing activities to make the results "reasonably representative of manufacturing generally."

For the purposes of the survey, an absence was defined as "a failure to report for work at any time when the employee was scheduled to work. Included were all absences due to work injuries or industrial disease, accidents and illness not caused by employment, and time taken out for the employee's personal reasons. . . ." Time out for authorized vacations, involuntary lay-offs, lack of work, or work stoppages were not counted as absence.

Based on the results of the six months' survey, it was estimated that each worker "would have had on the average about 3.3 or 3.4 absences" during the year. However, there were sufficient differences in the results obtained to indicate that seasonal influences are important. "Absences due to work injuries constituted only a minor part of the total." Most important in both quarters of the year covered by the survey was the absence rate for disability resulting from

accident or sickness not related to employment. Each worker averaged nearly two absences per year for this reason.

Another aspect of the absentee problem was revealed by an analysis of the returns received, namely, that the absence rate increased steadily as the size of the plant increased. Then too, it was shown that women were absent more frequently than men, especially in absences due to sickness.

Approximately half the illness absences were terminated after only one day and fully three-fourths of the total terminated in less than four days. Less than ten per cent of the absences chargeable to illness involved disabilities lasting as long as eight days.

Wage rate structures in United States 1945-46

Studies of wage rate structures made in 1947 by the Bureau of Labour Statistics at Washington covering 56 manufacturing industries indicate that "formal (wage) rate structures were reported by about three out of four manufacturing establishments in 1945-46." While the study did not cover such industrial groups as rubber, petroleum, lumber, printing, ship-building and basic iron and steel, nevertheless, it was considered that the coverage was sufficient to give a relatively good cross-section of manufacturing as a whole, according to a report of the survey published in the March issue of the *Monthly Labour Review*.

"Among the establishments with formal rate structures, a single rate was somewhat more common (in three out of five plants) than a range of rates for experienced workers in an occupation with increases in earnings based on seniority and merit." One plant out of four reported individual determination of rates, with relatively less attention paid to occupational classification in wage determination. In such plants the workers' rates of pay were frequently set by the owner, manager or foreman on an individual basis, and wage increases were granted in the same way. Workers might not know why their pay was set at a certain level nor what rate was paid to other employees performing similar tasks; nor did they know in advance what their earnings would be if they were transferred to other work.

It was found that a large majority of establishments in the textile, apparel, chemical and metal-working industries had formal rates. Nine out of ten textile establishments and over eight out of ten

apparel establishments reported a formal rate structure, whereas in chemical and metal-working establishments the ratio was about seven out of ten. It was found that "a very high proportion of establishments" in the textile and apparel groups had a single rate rather than a range of rates. On the other hand, most of the metal-working establishments with formal rate structures provided a range of rates for a job and in chemical industries rate ranges were almost as numerous as single rate scales.

The extent to which formal rate structures have been adopted in the United States seems to have been influenced by a number of factors. Thus, it is stated, "there appears to be some tendency for this type of rate structure to be more common in industries characterized by large establishments," although there are exceptions, such as the apparel industry. Again, "industries in which incentive work is widespread, also tend to have formal rate structures more often than those in which time work is most common."

The type of rate structure seems to be less closely related to unionization than to other factors, such as those already mentioned. However, "unions frequently obtain a formalization of the occupational and wage structure of an establishment," but it is pointed out that "there are union plants in which a formal rate structure had not been adopted."

Conciliation and arbitration in New Zealand

Provision for a secret ballot on strike issues was outlined in an Act dated September 17, 1947, amending the New Zealand Industrial Conciliation and Arbitration Act of 1925.

According to the *International Labour Review* of March, 1948, the Government felt that such issues were the most important to come before trade unions, and that the secret ballot was the only means of reflecting the real opinions of trade unionists involved in particular disputes. Such a ballot would not render lawful any strike or lockout which would otherwise be unlawful under the Act.

According to the Act, an "unlawful strike" or an "unlawful lockout" is a strike by workers or a lockout by an employer bound at the commencement thereof by an award or industrial agreement affecting the particular industry. Severe penalties are provided for such strikes or lockouts. Notice of 14 days within one month of the commencement of a strike or lockout

must be given in the coal gas industry, electricity, water, milk and meat, the delivery of coal, and transportation.

Industrial policy in India

Progressive state participation in the development of industries is planned in India according to a recent Government statement on industrial policy, summarized in the bulletin of the India Information Services in Ottawa. The procedure will be for the Government to extend its present activities wherever it is already operating, and in other fields concentrate on new units of production rather than to acquire and run existing units.

The Government plans to manufacture arms and ammunition; and to have a monopoly in the fields of atomic energy, railway transport, and electric power.

In certain other fields the Government will for the most part be exclusively responsible for the establishment of new enterprises; though existing enterprises will be permitted to develop for ten years, to be followed by a review of the whole matter. These industries include: coal; iron; steel; aircraft manufacture; ship-building; manufacture of telephone, telegraph and wireless apparatus, excluding radio receiving sets; and mineral oils.

The rest of the industrial field will normally be open to private enterprise, individual as well as co-operative. "The State will also progressively participate in this field nor will it hesitate to intervene if the progress by industry in private enterprise is unsatisfactory." The Central Government have already embarked on large river valley developments. They have also undertaken the production of fertilizers on a large scale and, in view of other enterprises like the manufacture of essential drugs, of synthetic oil from coal.

The statement by the Indian Government regards full co-operation and friendly relations between labour and management as necessary for the realization of the maximum increase in production. It is considered that labour's share of profits should be on a sliding scale, normally varying with production. It is proposed to set up machinery to advise on fair wages, fair remuneration for capital and conditions of labour. Steps will be taken to associate labour in all matters concerning industrial production. The machinery which the Government proposes to set up will function at different levels and the Government hopes it will substantially reduce the volume of industrial disputes.

Industrial relations machinery, both at the Centre and in the Provinces, being strengthened, and permanent industrial tribunals are being established for dealing with major disputes.

Compulsory recognition by employers of representative trade unions by order of a labour court is provided in a Bill passed by the Constituent Assembly of India on November 19, 1947.

Belgian and Danish unions celebrate anniversary

Trade union organizations in both Belgium and Denmark are this year celebrating their fiftieth anniversaries, according to *Information Bulletin*, published by the World Federation of Trade Unions.

The *Bulletin* states that the Executive Bureau of the Belgian General Confederation of Labour (F.G.T.B.), meeting on January 20, decided to celebrate during the year the 50th anniversary of the establishment of the Belgian Trade Union Committee (the former title of the F.G.T.B.)

"The Danish General Confederation of Labour, the trade union pioneer of Scandinavian countries, celebrated on January 3, 1948, its fiftieth anniversary. The Confederation was established on January 3, 1898. Four hundred and five workers' delegates took part in the Constituent Congress. At that time there were 51,000 members including 5,000 women organized in 36 unions to which were affiliated 725 local unions.

"The last known figures show that at present 605,000 workers (including 111,000 women) organized in 71 unions are affiliated to the Danish General Confederation of Labour. Ninety-seven per cent of all organized labour in Denmark is affiliated to the Danish General Confederation of Labour."

Bulletin to promote industry and trade

"Industry and Commerce Bulletin" is a multigraphed periodical published by the Bureau of Industry and Commerce of the Department of Mines and Natural Resources, Winnipeg, Manitoba. The first issue appeared in April and states that its purpose is "to inform businessmen, manufacturers . . . and other individuals and organizations interested in industrial expansion, of the existence of new products and new opportunities for trade."

MEETING OF VOCATIONAL TRAINING ADVISORY COUNCIL

Meeting in Ottawa recently, the Vocational Training Advisory Council heard and discussed reports on the progress of Canadian Vocational Training from those charged with the administration of the program at headquarters and in the several provinces.

With the coming to a close of veterans' rehabilitation training, emphasis will be placed on such continuing peacetime projects as youth training, apprenticeship, and the training of unemployed workers.

The Dominion is aiding the provinces in expanding their vocational training facilities by an annual \$2,000,000 grant, and in particular by a special \$10,000,000 allotment for building and equipment.

The tenth meeting of the Vocational Training Advisory Council was held in the Board Room, Confederation Building, Ottawa, April 27 and 28, 1948.

The Council is a body representative of employers, organized labour, vocational education authorities, and veterans' and women's organizations, which advises the Minister of Labour on the Canadian Vocational Training Program.

The following members were present:—Dr. G. Fred McNally (Chairman), Edmonton, Alta.; Mr. N. S. Dowd, Executive Secretary, The Canadian Congress of Labour, Ottawa, Ont.; Lt.-Col. F. T. Fairey, Deputy Minister of Education, Victoria, B.C.; Mr. E. K. Ford, Director of Vocational Education, Halifax, N.S.; Captain H. G. Gonthier, Dominion Representative, Provincial Command of the Legion, St. Lambert, P.Q.; Miss Marion M. Graham, Saskatoon, Sask.; Mr. Gustave Poisson, Deputy Minister, Department of Youth and Social Welfare, Quebec, P.Q.; Mr. F. S. Rutherford, Deputy Minister of Education, Department of Education, Toronto, Ont.; Mr. R. Seasons, Ottawa, Ont.; Mr. W. H. C. Seeley, Toronto Transportation Commission, Toronto, Ont.

Others present were:—Mr. L. W. Shaw, Director of Education, Department of Education, Charlottetown, P.E.I.; Mr. R. H. MacCuish, Regional Director, CVT, Halifax, N.S.; Mr. J. W. McNutt, Regional Director, CVT, Fredericton, N.B.; Lt.-Col. M. Archambault, Regional Director, CVT, Montreal, P.Q.; Mr. H. H. Kerr, Regional

Director, CVT, Toronto, Ont.; Mr. W. A. Ross, Regional Director, CVT, Regina, Sask.; Mr. J. H. Ross, Regional Director, CVT, Calgary, Alta.; Lt.-Col. J. W. Inglis, Regional Director, CVT, Vancouver, B.C.; Mr. G. H. Parliament, Director General of Rehabilitation, DVA; Mr. A. W. Crawford, Director of Training, DVA; Mr. H. W. Jamieson, Supt. of Educational Training, DVA; Mr. R. F. Thompson, Director of Training, Dept. of Labour; Brig. J. E. Lyon, Assistant Director of Training, Dept. of Labour (Secretary); Mr. C. R. Ford, Supervisor of Technical Training, Dept. of Labour; Mr. S. H. McLaren, Chief Executive Officer, Unemployment Insurance Commission; Mr. E. N. Mitchell, Unemployment Insurance Commission; Mr. A. Wood, Unemployment Insurance Commission.

Following the formal opening of the conference Dr. McNally introduced Mr. E. K. Ford, Mr. W. H. C. Seeley and Miss Marion Graham all of whom were new members of the Council. He also introduced Lt.-Col. J. W. Inglis and Mr. R. H. McCuish, Regional Directors for British Columbia and Nova Scotia, respectively, and Mr. C. R. Ford, recently appointed Supervisor of Technical Training, Vocational Training Branch, Department of Labour, Ottawa. Messages of regret at their inability to be present were received from the following members of the Council: Mrs. R. J. Marshall, Messrs. C. B. C. Scott, D. S. Lyons, N. C. MacKay and Dr. Fletcher Peacock.

Dr. McNally drew attention to the results of work that had been done by a special committee appointed at the meeting of the Council in October for the purpose of obtaining an extension of the time limit for expenditures under the Vocational Schools' Assistance Agreement. He announced that the time limit for submissions of projects had been extended to March 31, 1948, and expenditures under capital allotment could be made up to March 31, 1952.

Deputy Minister Welcomes Council

In a brief address of welcome to the Council, Dr. MacNamara referred to the "splendid role" played by the Advisory Council in the matter of organizing and assisting in carrying out the program of vocational and rehabilitation training.

"Now we are planning for the future," he said, "and I look forward with confidence to the expansion of civilian training. . . ." He expressed the hope that the provinces would take advantage of the new agreements covering civilian training, which, he believed, would be "of great importance to the country as a whole." Dr. MacNamara referred to the growing importance of apprenticeship training and asked the Council to give consideration to the provision for the training of immigrants who were being brought to Canada

from the displaced persons' camps in Europe.

Report of Director of Training

The Director of Canadian Vocational Training, Mr. R. F. Thompson, stated that "the continued rapid decrease in veterans under training was accompanied by a like reduction in CVT staff across the country." At April 1, 1948, there were 638 persons on the staff as compared with 1,050 at October 1, 1947. He announced that Mr. C. R. Ford, formerly Inspector of Schools in Alberta, had been appointed to the Head Office in Ottawa, as Supervisor of Technical Training.

Dominion-Provincial Agreements

Mr. Thompson stated that approval had been given by the Governor General in Council to the consolidation of the former Youth Training and Re-establishment Training agreements and that the Provincial Governments had accepted the change in principle. Copies of the new agreements had been submitted to the provinces for completion about the middle of April and two had been signed and returned already. Amended Apprenticeship agreements had also been approved by the Governor in Council and had been accepted by the seven provinces with which the Dominion had had agreements.

CANADIAN VOCATIONAL TRAINING IN PEACETIME

In the eleven years since the inception of the Canadian Vocational Training Program under Dominion-provincial agreement, the total enrolment has been close to a million persons. Almost half a million were given war emergency training for industry or the armed forces, and about 135,000 ex-servicemen and women have received veterans' rehabilitation training. The establishment of such a corps of specially-qualified workers is of great importance in view of Canada's enhanced status as an industrial power.

Veterans' training being in its final stages, the continuance of the CVT program will be along five main lines, as follows:—

(1) Youth training (with which is included financial assistance to nurses in training and university students);

(2) Assistance to vocational schools (under which the Dominion is helping the provinces to increase their resources for technical education);

(3) Apprenticeship training (a field in which steady expansion is being shown, and an approach made towards uniformity in standards);

(4) Supervisory training (to increase the efficiency of foremen and other supervisory personnel); and

(5) Training of persons released from gainful employment (carried on in co-ordination with the National Employment Service).

The basis of these projects is that the instruction is carried out by the provinces, with the Dominion sharing evenly in the expense through Dominion-provincial agreement.

The Governor in Council had given approval to an extension of the time limit in connection with the special capital allotment of \$10,000,000 made available by the Dominion to the provinces for buildings and equipment. March 31, 1952, has been set as the time limit in which the provinces may make capital expenditures to be shared by the Dominion under this scheme, provided all such projects were approved by the Federal Minister of Labour before March 31, 1948.

Veterans' Training

In connection with veterans' training, Mr. Thompson stated that, except for pensioners and other special cases, the "deadline date" for applications for veteran training had been December 31, 1947, and that in the three-month period, January to March, only 1,808 new trainees had been enrolled. "There has been," he said, "a gradual and continuous transfer of certain responsibilities for supervision from the Canadian Vocational Training (Branch) to the Department of Veterans Affairs." The latter had assumed responsibility for the supervision of all veterans taking correspondence courses and in private schools and, except in a few areas, for veterans training-on-the-job. CVT centres were still operating in about a dozen centres across Canada, but two or three of these will be closed inside the next month or two, Mr. Thompson said.

There were at the end of April only 28 American and five Newfoundland veterans receiving training at Canadian centres. Training has also been provided in pre-matriculation classes at the request of the Army and the RCAF for 90 service personnel, to prepare them for entry into Royal Roads or Royal Military College. Some 110 RCAF tradesmen are also being given training at several CVT centres.

Apprenticeship

While there have been no changes in designated trades in recent months, there has been an increase in the number of apprentices registered, the Director stated. Very few veterans are now requesting apprenticeship training and it was felt that reliance would have to be placed mainly on vocational schools for apprenticeship recruits in the future. It was the opinion of Mr. Thompson that in order to obtain the best results for this, "each province would have to arrange to give an appropriate time credit on the period of apprenticeship to the graduates of these

schools." Training of apprentices in both full time and part time classes had proven very effective. It was disclosed however, that the Province of Saskatchewan was considering doing away with class training and relying entirely on correspondence courses for apprentices. Mr. Thompson said that "approximately two-thirds of the apprentices enrolled at the present time are veterans and the bulk of them are in the building trades."

Youth Training

Provision had been made in the new Dominion-Provincial agreements for continuing the youth training program, although the financial allocations to the provinces would be slightly less than in previous years. The Director stated that "the schedule for assistance to university students and nurses-in-training continues to be the most extensively used of all the Youth Training schedules."

Training of Civilian Workers

Mr. Thompson referred to the proposed amendments to the Vocational Training Co-ordination Act, that were before Parliament "to provide that the training of unemployed civilians need not be confined to those in receipt of unemployment insurance benefit." The present schedule covering training for civilian workers gives "greater authority and responsibility to the provinces in the selection of trainees," as well as the starting and operation of classes.

Summary of CVT Operations

Mr. Thompson stated that up to March 31, 1948, CVT had trained approximately 134,000 veterans. The number failing to complete their courses had been smallest in the pre-matriculation classes and CVT vocational classes had the next best showing. At the end of March, 1948, there were 5,000 veterans in training, whereas the peak enrolment had been 40,000.

Concerning expenditure, Mr. Thompson announced that CVT had spent over \$18,000,000 on veteran training up to March 31, 1947, and a further \$6,000,000 during 1947-48. These figures include all costs in connection with buildings, capital and expendable equipment, salaries of instructors and administrative and field staffs. Altogether, nearly \$3,000,000 had been spent on equipment. Three of the provinces were purchasing at 50 per cent.

of costs capital equipment that had become surplus, following the closing of some of the schools.

Training of Veterans

Brigadier J. E. Lyon, Assistant Director of Training, outlined briefly the procedure followed in closing veterans' training schools, the amalgamation of courses and the transfer of responsibilities to the Department of Veterans Affairs. Transfer of the supervision of veteran training in private and correspondence schools to DVA had been completed and responsibility for veterans training-on-the-job would be completely transferred by the end of June.

In concluding his report Brigadier Lyon said that the effectiveness of the arrangements for the training of veterans "may be judged from the fact that, up to the present time, no complaint had been received at Head Office from, or on behalf of, any veteran who felt that he had suffered because training opportunities were not available."

Brief reports were made by Mr. G. H. Parliament, Director General of Rehabilitation, DVA; Mr. H. W. Jamieson, Superintendent of Educational Training, DVA; and Mr. A. W. Crawford, Director of Training, DVA. They commended the efficiency of the training that had been provided for veterans, which was reflected in the successful rehabilitation in civilian life of a high percentage of veterans. It was suggested that the Advisory Council and the provinces should be interested in "the follow-up activities" of DVA. This work was being carried out by DVA and while only about one-third of the follow-up work had been completed, it indicated that large numbers of veterans were employed in occupations for which they had been given training. Favourable reference was also made to veterans who had been given pre-matriculation training. They are "definitely leaving their mark on the universities," Mr. Jamieson said.

Vocational Training Agreement

In reporting on the Vocational Training agreements, Mr. Thompson pointed out that the new agreements replaced the Re-establishment Agreement and the Youth Training Agreement. It provides for the training of veterans, youth training, training of unemployed civilians and training of foremen and supervisors.

Referring to the procedure of referral by National Employment Service and the notification of CVT of the amount of

benefit payable in the case of each person referred, Mr. Thompson pointed out that the new agreement also provides for referral of persons who are not in receipt of unemployment insurance benefit. The cost of setting up such training facilities will be shared by the Dominion and the provinces concerned.

Training of Unemployed Persons

It was pointed out by Mr. S. H. McLaren, Chief Executive Officer of the Unemployment Insurance Commission, that the Commission must still give first consideration for training to persons who are in receipt of insurance benefit. He hoped that much of the detail in connection with the selection of trainees would be looked after by the local offices of the Commission.

Brief reports were made by the Regional Directors of CVT from each province on the present status of civilian training. (Schedule M.)

Col. J. W. Inglis said that, so far, there had been no need for courses in British Columbia.

Mr. J. H. Ross stated that Alberta will provide vocational classes to which unemployed persons will be referred. At present the Nurses' Aide course had an enrolment of 35 in that province. There is now a local committee attached to each National Employment Office in Alberta, and these make the selection of trainees, while the provincial committee decides upon courses and approves persons for training.

Mr. W. A. Ross said that 71 persons were training under Schedule "M" in Saskatchewan in a variety of courses—the majority in Nurses' Aide courses. A permanent training centre will be established at Saskatoon.

Mr. H. H. Kerr reported that as the employment situation had been satisfactory in Ontario, no arrangement for these classes had been made in that province, as yet. However, the agreement with the Dominion would be signed and classes established when they were required.

Lt.-Col. M. Archambault announced that the National Employment Service in Quebec had arranged for training selected unemployed workers in apprenticeship training centres and in certain Arts and Crafts schools. It was felt that there was no immediate demand for organizing special classes in Quebec, but the agreement with the Dominion probably would be signed.

Mr. J. W. McNutt announced that New Brunswick's advisory committee had approved 22 courses and that during the past fiscal year 50 persons had been referred by NES. In addition, 11 others had been selected for Nurses' Aides' classes to be started in July.

Mr. R. H. MacCuish stated that five classes were operating in Nova Scotia. There is a provincial committee that decides on the organization of courses and a provincial travelling representative to assist the local NES offices in selecting trainees.

Mr. L. W. Shaw said that it had not been found necessary as yet to establish classes under Schedule "M" in Prince Edward Island.

Youth Training

In opening the discussion on Youth Training, Mr. R. F. Thompson disclosed that the Department of National Defence had requested the Department of Labour to consider providing bursaries for students attending Royal Military College. He asked the Advisory Council to express an opinion as to amending the regulations, so as to permit the granting of bursaries to students attending Royal Roads and the Royal Military College. Following a discussion of the question a resolution was passed endorsing the proposal that the regulations dealing with institutions eligible to receive bursaries be enlarged to include Royal Roads and the Royal Military College and that these two colleges be named specifically in any amendment which is approved.

Army Cadet Training

Brigadier W. J. Megill, Deputy Chief of the General Staff at Army Headquarters, outlined to the Advisory Council the plans which have been made by the Army to provide training in essential trades for boys who are still at school and who wanted to become army cadets. Training will be carried out at summer camps. He stated that the Army was not trying to duplicate vocational school training, but had experienced difficulty in retaining skilled men, particularly in the automotive and electrical trades. The Council expressed commendation of the proposal and assured Brigadier Megill of its co-operation.

Occupational Monographs

A statement by Mr. H. O. Gudgin of the Research and Statistics Branch of the

Department of Labour, sketched the progress being made in the production of occupational monographs, to provide detailed and accurate information on several occupations to assist guidance counsellors and others engaged in educational work. The Advisory Council passed a resolution approving the work so far done in the production of such monographs by the Department of Labour and urging that the program, as outlined to the Council, be proceeded with as speedily as possible.

Immigrants from Displaced Persons Camps

Mr. W. W. Dawson, outlined the educational work of the Department of Labour in connection with the immigrants from European displaced persons' camps. Efforts were being made, he said, to provide language and citizenship training. Other agencies, such as the Frontier colleges, the Canadian Educational Association, Women's Leagues, etc. had been approached for assistance in the work, but there was still a lack of facilities particularly for immigrants located in remote or isolated areas. It was disclosed that the Ontario Department of Education maintained seven railway cars in Northern Ontario. These were equipped as schools and conducted classroom work at points along the railways. The Council did not provide a solution to the problem, but assured Mr. Dawson that specific requests forwarded to the Provincial Governments would receive sympathetic consideration.

Vocational Schools Assistance Agreement

In his submission of a report on the Vocational Schools Assistance Agreement, Mr. C. R. Ford, Supervisor of Technical Training, stated that the requirements considered essential for vocational training were as follows: (1) Students must spend 50 per cent of their time in technical and related work; (2) Syllabus content must be vocational—Industrial Arts programs are not acceptable; (3) Instructors require a background of trade experience, particularly for unit shops; (4) There must be a minimum of at least one full-time instructor in each vocational department; (5) Specific vocational regulations re organization, operation, administration and supervision of vocational schools should be established; (6) Shops must have adequate space and equipment; (7) The

program should have a responsible official, for example, Director of Technical Education.

Following a full discussion of the report the Council passed a resolution approving the preparation and publication of a booklet on vocational education in Canada.

Before adjournment the Council decided that its next meeting would be held some time in April, 1949, with the proviso that the Director of Training and the Chairman could call an earlier meeting if circumstances should arise to justify such action.

NATIONAL INCOME IN CANADA, 1947

Increases took place in 1947 over 1946 in production, personal income, investment, and foreign trade. Consumer and business spending increased while government expenditure declined.

Preliminary estimates compiled by the Dominion Bureau of Statistics indicate a gross national product and expenditure of \$13,052 million in Canada for 1947. This represents an increase of \$1,396 million over the estimate of \$11,656 million in 1946. While some of this increase in gross national product was the result of increased real production, a substantial portion was the result of price increases. The cost-of-living index rose by 9.6 per cent from 123.6 in 1946 to 135.5 in 1947; in the same period the index of wholesale prices rose 18.7 per cent, from 108.7 to 129.0.

National income increased from \$9,536 million in 1946 to \$10,259 million in 1947. Civilian salaries and wages increased by \$930 million while military pay and allowances decreased by \$257 million. Investment income rose from \$1,903 million to \$2,060 million despite a decline in government trading profits. The net income of agriculture and other individual enterprise showed a gain of \$288 million.

The components of gross national expenditure indicate substantial absolute increases in gross home investments and consumer expenditure, partly offset by a decline in government expenditure on goods and services and a reduction in the net foreign balance. Gross home investment increased 57.1 per cent from 1946 to 1947 and was 21.6 per cent of gross national expenditure in the last year as compared to 15.4 per cent in 1946. Consumer expenditure increased by 13.4 per cent while government expenditure declined \$343 million. Approximately one-half of the increase in imports was offset by increased exports.

Personal income rose from \$9,536 million in 1946 to \$10,259 million in 1947. Personal saving declined from 11.1 per cent of personal income in 1946 to 7.5 per cent in 1947, reflecting the rise of \$1,029 million in consumer spending.

TABLE 1—NET NATIONAL INCOME AT FACTOR COST AND GROSS NATIONAL PRODUCT AT MARKET PRICES

(Millions of Dollars)

Item No.	Revised	
	Prelim. 1946	Prelim. 1947
1. Salaries, wages and supplementary labour income.....	5,195	6,125
2. Military pay and allowances.....	340	83
3. Investment income	1,903	2,060
4. Net income of agriculture and other unincorporated business..	2,179	2,467
5. Net national income at factor cost		
(1) (2) (3) (4).....	9,617	10,735
6. Indirect taxes less subsidies.....	1,239	1,538
7. Depreciation allowances and similar business costs.....	815	835
8. Residual error of estimate for reconciliation with Table 2, Item 7	-15	-56
9. Gross national product at market prices		
(5) (6) (7) (8).....	11,656	13,052

TABLE 2—GROSS NATIONAL EXPENDITURE AT MARKET PRICES

(Millions of Dollars)

Item No.	Revised	
	Prelim. 1946	Prelim. 1947
1. Personal expenditure on consumer goods and services.....	7,682	8,711
2. Government expenditure—		
Excluding UNRRA and Mutual Aid.....	1,736	1,462
UNRRA and Mutual Aid.....	107	38
3. Gross home investment—		
(a) Plant, equipment and housing.....	1,321	2,042
(b) Inventories	475	780
4. Exports of goods and services (excluding UNRRA and Mutual Aid)	3,170	3,538
5. Imports of goods and services.....	-2,850	-3,576
6. Residual error of estimate for reconciliation with Table 1, Item 9	+15	+57
7. Gross national expenditure at Market prices		
(1) (2) (3) (4) (5) (6).....	11,656	13,052

TABLE 3—PERSONAL INCOME

(Millions of Dollars)

Item No.	Revised	
	Prelim. 1946	Prelim. 1947
1. Salaries, wages and supplementary labour income.....	5,195	6,125
Deduct: Employer and employee contributions to social insurance and government pension funds.....	-145	-165
2. Military pay and allowances.....	340	83
3. Net income of agriculture and other unincorporated business..	2,179	2,467
4. Interest, dividends and net rental income of persons.....	845	911
5. Transfer payments to persons—		
(a) From government	1,109	824
(b) Charitable contributions of corporations.....	13	14
6. Personal income		
(1) (2) (3) (4) (5).....	9,536	10,259

RECENT ACTIVITIES OF THE WARTIME PRICES AND TRADE BOARD

During the first four months of 1948, certain commodities were brought back under price control. In March, Parliament extended the authority to continue price controls until March 31, 1949.

Most of the structure of the wartime stabilization program had been dismantled by the end of October, 1947, and it had been the intention of the Government to withdraw from the few remaining controls by March 31, 1948, the date on which The Continuation of Transitional Measures Act was due to expire. However, unfavourable circumstances made it necessary to postpone the date for the termination of final controls and to re-impose ceiling prices on some items.

Commodities which were brought back under price control during the first four months of 1948 included citrus fruits,

grapes, cabbages, carrots and butter; steps were also taken to roll back the prices of some fertilizers. It was announced that ceiling prices for meats would be prepared but prices levelled off and ceilings have not been restored. In addition to these developments there were small adjustments in the maximum prices of a number of items which were affected by the April increase in railway freight rates authorized by the Board of Transport Commissioners. Slightly higher prices were allowed on this basis for butter, sugar, edible oils, soap, shortening and steel scrap.

In announcing several steps in reconrol in January, 1948, the Minister of Finance stated:*

"The Government does not propose to return to any general system of over-all price ceilings, but it is particularly concerned with recent increases in Canadian food and related costs. Many of the recent price increases have been no more than a necessary adjustment to higher world prices and cost factors. But in some instances prices at the processing and distribution levels have advanced more rapidly than circumstances justify, and there appear to be prospects of still further increases of this kind."

The prohibition of or the imposition of quota restrictions on the importation of fruits and vegetables on November 18, 1947, had been followed by sharp price fluctuations and had led to the re-imposition of ceiling prices on the more important canned fruits and vegetables and to markup control on canned citrus fruit juices. Early in 1948, similar action was taken with respect to citrus fruits and some items for which the import restrictions had been temporarily lifted.

In January, 1948, permission was granted for the importation of a limited quantity of grapes, a part of the amount purchased in the United States before import restrictions were imposed. To assure reasonable selling prices for these grapes markup control was imposed upon the trade, resulting in a consumer price of approximately 21 cents per pound.

Prices of cabbage reached high levels when domestic supplies of this vegetable were nearly exhausted. In accordance with the Government's announced intention of assuring sufficient supplies of such basic vegetables as potatoes, cabbages, onions and carrots, the ban on the importation of cabbage was temporarily lifted on February 2, 1948. At the same time ceiling prices were re-imposed on this item, which with controlled markups put a maximum price to the consumer of 9 cents per pound. Actually, imported cabbages soon became plentiful and sold considerably below this ceiling price. Later in the spring with increased U.S. prices, there was some pressure on the ceiling price. In order to ensure continued supplies of imported cabbages while maintaining consumer ceilings, arrangements were made whereby when the wholesale distributor's

laid-in-costs of imported cabbage exceeded a specified amount provision would be made, upon application to the Administrator, for sharing the total markup available to the trade between wholesaler and retailer. A similar arrangement had been employed with respect to vegetables when they were previously subject to control.

On March 5, 1948, the import ban on carrots was temporarily lifted and price control was re-imposed on both imported and domestic carrots. The maximum retail price of carrots could not exceed 10 cents per pound. As in the case of cabbage, provision was made for readjustment of the division of the total trade markup when this was necessitated by relatively high import costs.

On February 19, 1948, markup control was extended to oranges, grapefruit, limes, lemons and tangerines, which were under quota restrictions. At the same time, as an aid to effective enforcement of prices and to ensure normal disposition of available supplies, regulations respecting distribution were established. Wholesalers were required to supply each customer to whom they sold during the year ended June 30, 1947 (i.e. the quota base year), with the same proportionate volume of supplies each quarter as was sold him during the corresponding quarter of that year. On March 25, 1948, the regulations respecting maximum prices for citrus fruits were amended to stabilize retail prices of oranges. While most oranges sold in Canada originate in California, some were being imported at higher prices from other countries. To hold consumer prices which are based on laid down costs, maximum prices on sales by wholesalers of other than U.S. oranges were limited to the maximum price obtainable on sales of corresponding sizes of California sunkist oranges.

Ceiling prices were re-imposed on butter on January 19, 1948. While butter production had been increasing the rate of domestic consumption had, despite higher prices, been rising since the termination of rationing in June, 1947. Prices moved up sharply in July and August and again in November and December, and there was reason to believe that, during the season of low production, prices were likely to go considerably higher. Ceiling prices were re-imposed effective January 19, 1948. The maximum wholesale price of 67 cents per pound for solids at Montreal compared with the then market price of 69-70 cents and with a price of 50 cents per pound

* Press Statement by Hon. Douglas Abbott, Minister of Finance, *re* Price Control, January 15, 1948.

just prior to decontrol in June, 1947. Regional differentials and trade markups were unchanged. The maximum prices to consumers, ranging from 71 cents per pound in Manitoba and Alberta to 74 cents per pound in the Maritimes, were slightly below those prevailing in the few weeks previous to the re-imposition of control. Ceiling prices of whey and dairy butter were approximately the same as those on creamery butter.

On March 1, 1948, the regulations were amended to correct a practice which was exerting a squeeze on some wholesalers. Since ceiling prices were the same at all places in Ontario and Quebec, some Western shippers were reducing delivery costs on shipments to Eastern Canada by shipping to the nearest points, the lake-head ports in Ontario. Buyers in Montreal, Toronto and other Eastern points had then to pay transportation costs while prices were on a delivered basis. To correct this situation the ceiling price of butter at all trade levels was reduced one cent per pound in Fort William, Port Arthur and all parts of Ontario west of these points. On April 8, 1948, the maximum price of butter was increased by the actual amount of the increase to the buyer resulting from the increase in freight rates authorized by the Board of Transport Commissioners. The price advance at the retail level, varying in different zones, averaged less than one-half cent per pound.

With falling production, still increasing consumption and lowered reserves a shortage of butter began to be felt in February, and during the succeeding weeks became acute in the larger Eastern urban centres. With the heavier production of spring, the butter situation began to ease and by the end of April most of these local shortages had disappeared.

In the latter part of 1947 sharp advances occurred in prices of fertilizers. On January 15, 1948, the Minister of Finance announced that steps would be taken to

roll back the price of basic ingredients where these appeared excessive. These reduced prices were applied to ammonium nitrate and cyanimid in Eastern Canada. As a result it was expected that the price of commonly used compound fertilizers would average not more than 8 per cent higher than the price prevailing in the spring of 1947, despite the increased cost of materials imported from the United States and the discontinuation of fertilizer subsidies.

Maximum prices of sugar were adjusted in April, 1948, to provide for the new higher freight rates. On refined cane sugar, ceiling prices could be raised by the actual amount of the increase in transportation charges. These increases rarely exceeded $\frac{1}{10}$ cent a pound and nowhere exceeded $\frac{1}{4}$ cent a pound. Refined beet sugar is, however, not normally shipped very far from points of production and thus would not be materially affected by the freight rate increase. In order to maintain normal price relationships, ceiling prices for beet sugar were established at the same levels as those on cane sugar. Molasses also remained under price control and in March, 1948, ceiling prices were raised in view of the higher cost of the new crop of Barbados molasses.

In March, 1948, Parliament, by an amendment to The Continuation of Transitional Measures Act, extended the authority to continue price control until March 31, 1949. As of April 30, 1948, the following goods were still subject to price control under the Wartime Prices and Trade Board—sugar, molasses, the more important canned fruits and vegetables, fresh cabbages and carrots, canned citrus juices, citrus fruits, grapes, butter, the principal oil-bearing materials (flaxseed, sunflower seed and rapeseed), the more important oils and fats, soaps, primary iron and steel, tin and alloys containing more than 95 per cent tin.

LABOUR AND INDUSTRY IN NEW BRUNSWICK

The administration of labour legislation in New Brunswick is described in the Annual Report of the Department of Labour of that Province.

Among the important developments during the fiscal year were: the raising of the minimum age for employment in certain work places from 14 to 16; provision to require medical examination of workers in dangerous trades; the issuance of the first minimum wage order to apply throughout the Province; and the return of responsibility for labour relations in industries normally within provincial jurisdiction.

Industrial unrest, as indicated by the number of strikes, was greater in New Brunswick in the fiscal year ending October 31, 1947, than in the previous year, the report of the provincial Department of Labour states. At the end of 1946, wage control came to an end and wage questions were the chief cause of strikes. On May 15, 1947, responsibility for labour relations in industries normally under provincial jurisdiction was restored to the Province. The first Minimum Wage Order to apply throughout the Province was issued during the year; and the Factories Act, 1946, was amended to raise the minimum age for employment in factories, shops, hotels, restaurants, places of amusement and office buildings from 14 to 16, except with permission, and to authorize the Minister to require workers to undergo a medical examination under certain conditions.

Industrial Relations

The total number of employees involved in strikes during the year was 3,291 as compared with 835 in 1945-46, and the time-loss 82,685 man-days compared with 7,976 in the preceding year. The increase is more than accounted for, the Report states, by four major strikes among coal miners, truck drivers and longshoremen, packinghouse workers and carpenters. With the exception of the carpenters' strike, these stoppages were illegal, taking place without resort to the conciliation services of the Department.

The Labour Relations Act of the Province, passed in 1945 (L.G., 1945, p. 1694), was proclaimed in force when the Wartime Labour Relations Regulations

(P.C. 1003) ceased to apply in the Province except to transport and communication agencies. The provisions of the Act are, however, closely modelled on the Dominion Regulations. The Labour Relations Board has an independent chairman and two representatives each of employers and labour.

From November 1, 1946 to May 15, 1947, under the authority of the Wartime Labour Relations Regulations, 18 applications for certification as bargaining agent were granted by the provincial Wartime Board, and from May 15, 1947 to October 31, 28 such applications were granted under authority of the Labour Relations Act. One application was withdrawn and two were dismissed. The Wartime Board received four applications for intervention in an industrial dispute and the Labour Relations Board, nine.

The conciliation services of the Department were utilized in nine disputes, all but three being settled by agreement on intervention of a conciliation officer. In the three cases, a conciliation board was established, two of which brought about agreement on the basis of their recommendations. The other board reported after the close of the fiscal year.

Minimum Wages

The first Minimum Wage Order to apply throughout the Province fixed, from January 1, 1948, a minimum of 28 cents an hour for women in restaurants and hotels who work for 48 hours or less in any one week, and 42 cents for overtime (L.G., May, 1948, p. 492). The rates were established after a survey of wages in the

industry and after consultation with the parties concerned. The Minimum Wage Board, appointed on January 23, 1947, has two representatives each of employers and workers under an impartial chairman.

Employment of Children

To assist in administering the 1947 amendment to the Factories Act which raised the minimum age from 14 to 16 for employment in factories and other places of employment as stated above, except where the Minister grants a permit, an advisory committee was established in Saint John. The committee, composed of the School Guidance Officer, the Chief of Police and the Judge of the Juvenile Court, received 65 applications before October 31, 1947, for the employment of children under 16. Forty-four of these were granted by the Minister on the Committee's recommendation but no child under 14 was permitted to take employment. In other parts of the Province, permits for children under 16 have been granted in only a few cases.

The need for local machinery similar to that in Saint John is recognized, and it is planned to set up similar committees in other centres. The Saint John Committee obtained suitable employment for many young persons who had no opportunity or ability to continue at school and encouraged many others to continue their studies.

Medical Examination

Another 1947 amendment to the Factories Act permits the Minister to require the medical examination of workers who may be exposed to designated industrial diseases. Silicosis is the only disease named so far. An extensive survey of plants where there is danger of silicosis was begun in 1946, with the assistance of the Dominion Department of National Health and Welfare, and is being continued (L.G., 1947, p. 1893).

Some recommendations made to particular plants as a result of the survey in

1946 were carried out but a few were not. Arrangements were made to X-ray all employees of these plants. In the earlier survey 699 persons submitted voluntarily to X-ray examinations by the Provincial Department of Health. In accordance with an Order made by the Minister under the amended Act, 3,010 employees in 13 plants were X-rayed in July and August, 1947. The results of the survey are still under review, and consideration is being given to bringing silicosis under the Workmen's Compensation Act.

Factory Inspection

During the year the Factory and Boiler Inspection Services inspected 751 establishments and made 180 re-inspections. Some 208 of these factories were wood-working plants, 96 were fish canneries, and 74 laundries and dry cleaning establishments. A large number of dairies, vulcanizing shops, hospitals and sanitarium, textile mills, and other places were inspected. Of the 1,059 recommendations made by the inspector, 494 were for machine safeguards, 82 for properly equipped washrooms, 81 for drinking water containers and fixtures and in 120 cases the inspectors found no valid licences for stationary engineers and boilermen.

Apprenticeship

Considerable progress was reported in apprentice training, notably for ex-servicemen, and in developing appropriate courses, and organizing suitable facilities.

In the Dominion-Provincial scheme for uniform courses of instruction and trade standards which developed from a conference in Ottawa in October, 1946, New Brunswick participated, and a syllabus for carpentry and one for plumbers have been approved by the authorities of the Provinces and adopted in New Brunswick.

As the number of ex-servicemen declines the Apprenticeship Branch and vocational schools are co-operating to ensure a sufficient number of apprentices in the 15 trades under the Apprenticeship Act.

WORKMEN'S COMPENSATION IN ALBERTA AND NOVA SCOTIA

Alberta Legislative Committee Recommends Changes In Workmen's Compensation Act

The 1943 Alberta Workmen's Compensation Act has been replaced by a new Act which embodies recommendations of the special committee appointed by the Legislative Assembly in March, 1947, to investigate the operation of the Act. It has become the custom to review the Act every five years. The Act of 1938 was replaced after such inquiry by the statute of 1943. The 1948 statute will be summarized in the July issue of the *LABOUR GAZETTE*.

Representations were made to the seven-man Committee by employers' and workers' organizations, as well as by other groups. In addition to written briefs, oral evidence was submitted at the 25 public hearings held in four cities of the Province.

The Committee recommended, *inter alia*: (1) that the present three-day waiting period be retained, but if disability continued beyond six days, instead of the present 14, that compensation be payable from the first day; (2) that the minimum weekly compensation for total disability be raised from \$12.50, or the average earnings if less, to \$15 or the average earnings; (3) that pensions for widows and other survivors be increased, but that the increases should apply only in case of accidents happening after the 1948 Act goes into force; (4) that a Blind Workmen's Compensation Act be enacted similar to that in Nova Scotia, Ontario, Quebec and Saskatchewan; and (5) that steps be taken to secure national standards in safety regulations. All except the last of these recommendations have been enacted in the new statute.

The allowance proposed for burial expenses was \$175, instead of the present \$125, and an additional lump sum of \$100 to the widow was suggested. It was recommended that the surviving consort's monthly pension should be raised from \$40 to \$50 and the monthly benefit for a child under 18 or for an invalid child, from \$12 to \$15. In the case of an orphan child, the Workmen's Compensation Board should have power to increase the allowance up to \$25. For dependent parents or other dependants where there is no surviving consort or child, the proposed increase in benefit was from the maximum of \$35 to

a maximum of \$50 a month for parent or parents, and from the maximum of \$70 to all such dependants to a maximum of \$85 a month. If a dependent widow marries, she should be given a lump sum of \$600 instead of \$480.

In disability cases the majority of the Committee recommend no changes in compensation except that the weekly minimum payable for total disablement should be raised from \$12.50 to \$15. However, in the Legislature the Bill was amended in line with a minority recommendation to raise the maximum earnings on which compensation may be based from \$2,000 to \$2,500.

The Alberta Act gives to the Workmen's Compensation Board authority to make health and safety regulations, and the Committee recommended that the regulations should be revised, that more safety inspectors should be appointed, that an Industrial Nursing Service should be encouraged, that mine rescue work should be transferred to the Department of Lands and Mines, and that consideration should be given to a broader scheme of merit rating.

The Committee rejected certain proposals made by groups appearing before it. It did not approve compulsory coverage for domestic servants and farm labour. It regarded as impracticable and inadvisable the proposal to continue compensation to a workman, after he had been found fit, until he obtained suitable employment. Workers, the Committee considered, should not be required to contribute to the Accident Fund. Neither did the Committee approve the proposal that there should be right of appeal from the Workmen's Compensation Board on a question of law.

With reference to safety regulations, this statement was made:—

It appears to the Committee that there is badly needed in Canada a standard set of regulations governing Health, Safety and First Aid, which could be adopted by each province in so far as they might meet individual provincial requirements. We find the need for revamping of the Safety Regulations particularly pressing in the building and construction business.

We find that the question of the enforcement of the regulations is largely one of an educational nature. We find that a very high percentage of all accidents occurring to-day are due to human failure rather than unsafe working conditions, defective machinery or plant equipment—hence the necessity for the continuation of the work in safety education. We find that the requirements in the matter of First Aid equipment are

different in the various Provinces. Advantages would result from uniformity of requirements on a national scale.

The Board was commended by the Committee for settling claims more promptly than in the past, for keeping administrative costs at a reasonably low level and for its sympathetic administration of the Act.

Report of Nova Scotia Workmen's Compensation Board, 1947

The annual report of the Workmen's Compensation Board of Nova Scotia for the calendar year, 1947, opens with a general review of the various operations under the Act since it became operative on January 1, 1917. From that date to the end of 1947, there were 335,712 claims received, including 2,205 workmen who were killed. The total cost of compensation during the same period was \$51,246,591.65; 1,335 widows were pensioned for life, or until re-marriage and 2,816 children under 16 years of age were awarded monthly pensions while under that age. The total number of life pensions awarded was 11,044. The rate of compensation in 1947 was 66½ per cent of annual earnings that were not less than \$975 and not more than \$2,000 and 100 per cent if annual earnings were less than \$975.

The total number of accidents reported in 1947 was 19,386. It is stated that "the total would have been considerably larger if the coal mines had not been idle for almost four months." The average accident rate for the five-year period 1942 to 1946 was 19,060.

The report states that all the money in the pension liability fund, with interest added half-yearly was required for the purpose of insuring full payment of all pensions to their finality. The entire known cost of pensions was charged to industry, when the awards were made and the proceeds were invested. The fund continued to increase because the full amount added annually for new awards exceeded the instalment payments made during the year against old pensions. The balance in the Pension Fund at December 31, 1947, was \$12,811,465.70.

Industrial accidents during 1947 were classified as follows:—

Fatal accidents, dependency established and compensation commenced.....	34
Fatal accidents, burial expenses paid, pending adjustment	3

Fatal accidents reported, pending adjustment	2
Fatal accidents, claim non-compensable or disallowed.....	2
Accidents causing permanent partial disability	93
Accidents causing total disability for seven days or over.....	8,660
Accidents where medical aid only had been paid	7,232
Accidents pending adjustments, no payments, and accidents not compensable (other than fatal).....	2,864
Total	18,890

The totals of all payrolls on which assessments were made in 1947 amounted to \$116,994,784. Administrative expense to compensation cost of accidents for all years, 1937 to 1947 was 6.68 per cent.

The seven classes of industries from which assessments were derived, together with the amount contributed by each in 1947 were as follows:—

Mining	\$1,188,576.01
Lumbering and woodworking..	436,785.92
Iron and Steel.....	183,711.43
Manufacturing and operating (not otherwise specified)...	192,139.29
Building and construction....	172,350.46
Public utilities	218,909.58
Transportation	335,675.22
	<u>\$2,728,147.91</u>

Penalties and interest increased the total income by \$12,662.36 and \$368,973.56 respectively. By deducting \$428,495.90, estimated adjustments, the total net income for the year was \$2,681,287.93.

The total expenditure, actual and estimated for 1947, amounted to \$3,361,669.97, under the following headings: compensation paid, other than pensions \$617,169; paid for medical aid, \$151,896.07; administration expenses, \$168,547.73; safety association, \$8,767.76; compensation, estimated outstanding \$2,175,047.49; estimated to complete medical aid claims \$71,359.82; transferred to reserves for pension awards, \$168,882.10.

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

INDUSTRIAL DISPUTES AND CONCILIATION

The reports of Boards of Conciliation dealing with the wage demands of various groups of railway employees were received during April. The deepsea shipping strike was ended. The situation in inland shipping was unsettled; and an Industrial Disputes Inquiry Commission reported on the refusal of two companies to renew collective agreements with the Canadian Seamen's Union.

Introduction

The most important developments during the month of April in the field of industrial relations coming under federal jurisdiction were the filing of reports by the Boards of Conciliation which were appointed to deal with the demands of various groups of railway employees for wage increases of 35 cents per hour. Other important events were the settlement of the deepsea shipping strike which affected the licensed officers of companies operating dry cargo vessels from the East and West Coasts, and a mixture of favourable and unfavourable developments connected with shipping on the Great Lakes and St. Lawrence Waterways.

Railway Wage Disputes

The two Conciliation Boards in the railway wage disputes, both of which were under the chairmanship of Hon. Mr. Justice J. C. A. Cameron of the Exchequer Court of Canada, each submitted majority and minority reports, the full texts of which are reprinted elsewhere in this section (pp. 580, 595).

The single issue of the demand for an increase of 35 cents per hour, effective December 20, 1947, confronted the Conciliation Board which dealt with the dispute between the Canadian National Railways, Canadian Pacific Railway Co., their jointly and separately owned subsidiaries and ancillaries, the Toronto, Hamilton and Buffalo Railway and the Ontario Northland Railway, on the one hand, and some 112,000 of their employees represented by a joint committee of 18 international trade union organizations, on the other hand. The report of the Board, signed by its

chairman and Mr. M. M. Porter, K.C., of Calgary, representing the employers, recommended that the employees be granted a general wage increase of 7 cents per hour effective April 8, 1948. The minority report, made by Mr. M. W. Wright, of Ottawa, representing the employees, recommended a general increase of 20 cents per hour effective December 20, 1947.

Both the majority and minority reports dealt with the wage question under four main headings. On the question of the disparity of railway wage rates in Canada with those in the United States, the report of the Board discussed developments from the time of the McAdoo Award of 1918, and arrived at the conclusion that there was no ground in the present instance for adopting the principle of parity with the United States wage rates as a basis for determining Canadian wage rates. The author of the minority report stated that, while the parity argument carried some moral force, he agreed that parity appeared to be difficult and impractical. On the question of the increase in the cost of living, the members of the Board were in agreement that this was one of the elements to be considered in determining wage rate structures. The majority report contended that 1939 should be taken as the base year in arriving at increases which might be justified on this score, while the minority report concluded that calculations should be based upon the cost-of-living index figures for June, 1946, when the railway employees last received a general wage increase. On the question of a comparison of railway wage rates with those in other industries, the majority

report contended that the largest percentage increases had been granted in the past decade in industries where wage levels were relatively low before the war, and concluded that an increase of 7 cents per hour would place railway employees in a good relative position compared with employees in other industries taking into account such factors as continuous employment, free transportation and pension schemes. The Board pointed out that the demand made by the unions was for an increase across the board, and accordingly that special consideration could not be given to lower paid groups. The minority report argued in favour of consideration of this question on the basis of wage rates rather than total earnings, and concluded that railway employees had lagged behind employees in other industries in respect of wage increases obtained during the past decade. On the question of ability to pay, the majority report held that this factor should be considered, although it ought not be the sole governing factor in determining a fair wage. The minority report argued that railway employees should not be obliged to subsidize operations of the railways with low wage rates.

The Conciliation Board concerned with the dispute between the Canadian National Railways, Canadian Pacific Railway Co., their jointly owned and/or operated properties, and the Ontario Northland Railway and some 28,000 of their employees represented by the Canadian Brotherhood of Railway Employees and Other Transport Workers was called upon to deal not only with a demand for a general wage increase of 35 cents per hour, but also requests for cumulative sick leave with pay to the extent of 12 days per year; liberalization of existing provisions as to payment for statutory holidays; the union shop and check-off of union dues and assessments; and an additional wage increase of 10 cents per hour for "classified labourers" and coal plant operators. The Board reported that the parties had reached a satisfactory agreement regarding pay for certain statutory holidays and that they had also agreed to give further consideration to the question of a special wage increase for "classified labourers" and coal plant operators. If unable to arrive at a settlement of the latter question, the parties would request the Minister to reconvene the Board for the purpose of dealing with this matter. The report of the Board, signed by the Chairman and Mr. Paul S. Smith,

K.C., of Montreal, representing the employers, recommended a general wage increase of 7 cents per hour effective April 8, 1948. It recommended against the granting of payment for time lost because of illness and against the union shop and check-off. The minority report signed by Mr. Samuel Baron, of Montreal, representing the employees, recommended a general wage increase of 20 cents per hour, adoption of the union shop in respect of employees engaged in future and maintenance of membership in respect of present employees, together with the voluntary check-off of union dues and assessments irrevocable for the term of the collective agreement. The minority report also recommended that the parties jointly explore the question of sick pay with a view to its initiation at some later date.

Following the release of the reports of the two Conciliation Boards, the Railways announced that they were prepared to abide by the findings of the Boards and, if by doing so a settlement could be reached, to implement the recommendations made. Spokesmen for the Joint Committee of the 18 international railway labour organizations and for the Canadian Brotherhood of Railway Employees and Other Transport Workers rejected the recommendations of the Boards as being totally inadequate. It was announced that strike votes of the employees affected would be taken.

Deepsea Shipping Dispute

In the deepsea shipping dispute, an agreement was reached on April 12, between the Shipping Federation of Canada, Inc., and the licensed employees of its member companies as represented by the Canadian Merchant Service Guild, the National Association of Marine Engineers of Canada, Inc., and the Marine Section of the Canadian Communications Association, for the resumption of work on the basis of the full implementation of the recommendations contained in the report of Hon. Mr. Justice D. A. McNiven as Industrial Disputes Inquiry Commissioner. The full text of the Commissioner's report was reprinted in the March issue of the *LABOUR GAZETTE*. A similar agreement was reached on April 16 between the Shipowners' Association (Deep Sea) of British Columbia and the three officers' unions. The parties agreed in each case that there should be no discrimination in regard to employment and that

there would be no legal action taken or penalties imposed against officers who had been on strike. Further conversations were planned in order to clarify minor points upon which the Commissioner's report did not contain specific recommendations. The negotiations leading up to the final settlement of the dispute were actively assisted by officers of the Department of Labour.

Inland Shipping

In the inland shipping industry agreements covering unlicensed personnel were signed during April between three companies and the Canadian Seamen's Union following the appointment of conciliation officers by the Minister of Labour. This brought the number of collective agreements between the Canadian Seamen's Union and the Great Lakes and St. Lawrence Shipping Companies to about fifteen for 1948. However, the opening of navigation brought with it a worsening of relations between the Canadian Seamen's Union and those companies which had refused to renew collective agreements with it for the current season and which had reportedly entered into agreements with an organization calling itself the Canadian Lake Seamen's Union. In connection with this phase of the situation, the Industrial Disputes Inquiry Commission composed of Messrs. Leonard W. Brockington, K.C., C.M.G., and J. Douglas McNish, K.C., made a report to the Minister of Labour concerning the dispute between the Colonial Steamships, Ltd., and Sarnia Steamships, Ltd., of Port Colborne, Ontario, and the Canadian Seamen's Union. The Commissioners stated in conclusion that they were unanimous in their belief that the employers' defiance of the existing law, the breach of the existing agreement and the failure to fulfil the promise made by these companies to the Government relative to the renewal of an

agreement for 1948 if a vote conducted among their employees in the fall of 1947 proved favourable to the Canadian Seamen's Union, were a serious threat to the recognized practice of labour conciliation and were moreover the worst possible weapons any employers could use in a dispute with the legally constituted bargaining representatives of his employees. The full text of the Commissioner's report is reproduced in another part of this section.

The same Commissioners held an inquiry in Montreal on April 30, in connection with the dispute involving Canada Steamship Lines, Ltd., and the Canadian Seamen's Union. Their report to the Minister of Labour in this matter is still pending.

On May 6, the Minister of Labour appointed Mr. Leonard W. Brockington as a one-man Commission to investigate a dispute between the Canadian Seamen's Union and Northwest Steamships, Ltd., of Toronto, over that Company's refusal to renew a collective agreement for the 1948 navigation season.

Meanwhile, a determined attempt was made by members of the Canadian Seamen's Union to prevent the sailing of vessels manned by alleged members of the Canadian Lake Seamen's Union. Violence occurred along the Welland Canal, at Goderich and other points, and numerous seamen were arrested for allegedly conspiring to commit an indictable offence and various other charges. Prosecutions were also initiated against Canada Steamship Lines, Ltd., Sarnia Steamships, Ltd., Colonial Steamships, Ltd., and Northwest Steamships Ltd., by the Canadian Seamen's Union for the alleged violation of the Wartime Labour Relations Regulations, P.C. 1003, pursuant to permission to prosecute granted by the Wartime Labour Relations Board (National). In all cases the legal proceedings were still pending as the *LABOUR GAZETTE* went to press.

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

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

During the war and its aftermath the Dominion Wartime Labour Relations Regulations (P.C. 1003) of February 13, 1944 (which suspended the Industrial Disputes Investigation Act, enacted first in 1907), have required employers to negotiate with the representatives of their employees and

provided machinery for the settlement of disputes.

At the present time the Regulations apply only to industries within the legislative authority of Parliament, including navigation and shipping lines of steam or other ships, railways, airlines, canals, telegraph, telephone and radio communication, ferries, and works situated in a province but which have been or may be declared by Parliament to be for the general advantage of Canada or two or more provinces. Jurisdiction over

war industries and industries within the scope of certain provinces which entered into wartime agreements with the Dominion has now reverted to the provinces. (A summary of the present position with respect to labour relations legislation in Canada appears in the July issue of the *LABOUR GAZETTE*, pp. 940-43.)

The Regulations, which were issued under the authority of the War Measures Act, are continued in effect under the continuation of the Transitional Measures Act, 1947. A bill incorporating many of the features of the Regulations, with modifications and additions, was introduced in the House of Commons on June 17, 1947, but was allowed to stand over until the next session of Parliament (L.G., July, 1947, p. 923, Aug., p. 1102). The bill has now been reintroduced (see elsewhere in this issue p. 549).

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

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

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

1003, may be obtained from the Department of Labour, Ottawa.

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

Conciliation proceedings are also provided through the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act. This Act empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together and to appoint a conciliator or arbitrator when requested by the parties concerned.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton. The territory of the officer resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and the officer resident in Fredericton, represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Applications for Certification Under the Wartime Labour Relations Regulations

The Wartime Labour Relations Board (National) met for two days during the month of April. During the month the Board received twelve applications, held six hearings, issued four certificates designating bargaining representatives, ordered four representation votes, one of which affects eighteen applications, and gave decisions on five applications for leave to prosecute.

Applications for Certification Granted

(1) *The Brotherhood of Maintenance of Way Employees, Local No. 975*, and certain of its officers for the maintenance of way employees (including section foremen), switchmen and signalmen employed by the *Quebec Railway, Light and Power Company*

on its Montmorency Division. Shop employees and temporary, seasonal and casual workers were excluded from the bargaining unit.

(2) *The Order of Railroad Telegraphers, Local 103*, and certain of its officers for train dispatchers, station agents, assistant agents, relief assistant agents and relief telegraphers employed by the *Quebec Railway, Light and Power Company* on its Montmorency Division.

(3) *The National Union of Operating Engineers of Canada (CCL)*, and certain of its officers for enginemen employed by the *Central Mortgage and Housing Corporation* in the steam power plant of the *Place Viger Hotel, Montreal, P.Q.*

(4) *The National Union of Operating Engineers of Canada (CCL)*, and certain

of its officers for enginemen employed by the *Central Mortgage and Housing Corporation* in the steam power plant of the Benny's Farm Housing Project, Montreal, P.Q.

Representation Votes Ordered

(1) *Transit Tankers and Terminals Limited, Montreal, P.Q.*, and *Canadian Merchant Service Guild, Inc. (L.G., Dec., 1947, p. 1784)*. Following investigation of the application and a public hearing, the Board ordered a representation vote of the deck officers, excluding masters, on vessels of *Transit Tankers and Terminals Limited, Montreal, P.Q.*

The names of the *Canadian Merchant Service Guild, Inc.*, and *Canadian Navigators' Federation*, will appear on the ballot.

Mr. R. Trepanier, Industrial Relations Officer, Dominion Department of Labour, Montreal, P.Q., has been appointed by the Board to conduct the vote.

(2) *Transit Tankers and Terminals Limited, Montreal, P.Q.*, and *Canadian Navigators' Federation (L.G., Jan., 1948, p. 28)*. Following an investigation of the application and a public hearing, the Board ordered a representation vote of engineer officers, excluding chief engineers, on vessels of *Transit Tankers and Terminals Limited, Montreal, P.Q.*

Mr. R. Trepanier, Industrial Relations Officer, Dominion Department of Labour, Montreal, P.Q., has been appointed by the Board to conduct the vote.

(3) *Various shipping companies, Quebec and Levin, P.Q.*, and *Quebec Longshoremen's Union (CCCL)* and *Quebec Ship Labourers Benevolent Society (L.G., April, 1948, pp. 311-12)*. Following an investigation of the applications and a public hearing, the Board ordered a representation vote among the longshoremen, who were regularly employed during the 1947 season, by Albert G. Baker; the *Canadian Import Company Limited*; *Canadian Pacific Steamships Limited*; *Canadian National Steamships Limited*; *Cunard Donaldson Limited*; *County Line Limited*; *Furness, Withy & Company Limited*; *Alcoa Steamship Company, Inc.*; *Robert Reaford Company Limited*; *Anglo Pulp and Paper Mills Limited*; and *William G. McCauley, of the City of Quebec and Paquet & Son Limited, Levis, P.Q.*

The names of *Local 1, Quebec Longshoremen's Union (CCCL)*, and the

Quebec Ship Labourers Benevolent Society will appear on the ballot.

Mr. L. Pepin, Industrial Relations Officer, Dominion Department of Labour, Montreal, P.Q., has been appointed by the Board to conduct the vote.

(4) *Canadian Pacific Railway Company* and the *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., April, 1948, p. 312)*. Following an investigation of the application, the Board ordered a representation vote among the clerical employees in the office of the General Accountant of the *Canadian Pacific Railway Company* at *Angus Shops, Montreal, P.Q.*, classified as assistant senior clerk, clerk, stenographer, typist, office boy, chief comptometer operator, comptometer operator, assistant chief timekeeper, timekeeper, assistant timekeeper, senior clerk (Contract Section) chief piece work inspector, inspector and senior clerk (Costing Section).

Mr. L. Pepin, Industrial Relations Officer, Dominion Department of Labour, Montreal, P.Q., has been appointed by the Board to conduct the vote.

Applications for Certification Received During the Month of April, 1948

(1) *Beverage Dispensers Union, Local 757*, of the *Hotel and Restaurant Employees International Alliance and Bartenders International League of America*, on behalf of the employees of the beverage rooms, *Prince Arthur Hotel, Canadian National Railways, Port Arthur, Ontario*.

(2) *Canadian Merchant Service Guild, Inc.*, on behalf of masters and mates on tugs owned by *Island Tug and Barge Limited, Victoria, B.C.*

(3) *Elevator Grain Handlers Union, Local 1121, International Longshoremen's Association*, on behalf of employees handling grain and performing extra work incidental to the operating and maintaining of elevators of the *Canadian Pacific Railway Company, West Saint John, N.B.*

(4) *National Association of Marine Engineers of Canada, Inc.*, on behalf of marine engineers employed by the *Pacific Great Eastern Railway, Vancouver, B.C.*

(5) *Canadian Brotherhood of Railway Employees and Other Transport Workers*, on behalf of hotel employees, *Jasper Park Lodge, Hotel Department, Canadian National Railways, Jasper Park, Alberta*.

(6) *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees*, on behalf of the clerical employees in the Superintendent's Office of the *Canadian Pacific Railway Company*, *Smiths Falls, Ontario*.

(7) *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees*, on behalf of the monthly and hourly rated employees in the Engineering Department of the *National Harbours Board*, *Montreal, P.Q.*

(8) *Quebec Longshoremen's Union, Local No. 1 (CCCL)*, on behalf of longshoremen employed by *Francis J. Dinan*, *Quebec, P.Q.*

(9) *Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers*, on behalf of chauffeurs and chauffeurs' helpers employed at the *Montreal Terminal of Taggart Service Limited*, *Montreal, P.Q.*

(10) *Canadian Brotherhood of Railway Employees and Other Transport Workers*, on behalf of red caps employed by the *Canadian National Railways, Union Station*, *Ottawa, Ontario*.

(11) *International Brotherhood of Pulp, Sulphite and Paper Mill Workers*, on behalf of marine engineers on boats and alligators of *Great Lakes Paper Company Limited*, *Fort William, Ontario*.

(12) *National Association of Marine Engineers of Canada, Inc.*, on behalf of engineer officers on tow boats of the *Great Lakes Lumber and Shipping Company Limited*, *Fort William, Ontario*.

Reasons for Judgment Issued by The Wartime Labour Relations Board (National) on Applications for Leave to Prosecute

During the month, the Board granted five applications for leave to prosecute affecting the *Canadian Seamen's Union*, applicant, and *Canada Steamship Lines*, *Sarnia Steamships Limited*, *Colonial Steamships Limited*, *Northwest Steamships*

Limited and *Transit Tankers* and terminals, *Limited*.

On May 4, the Board issued Reasons for its Judgments in the applications, all of which were in similar terms, except that in the cases of two companies, namely, *Northwest Steamships Limited*, and *Transit Tankers and Terminals, Limited*, the consent to prosecute involved only Section 38 of the *Wartime Labour Relations Regulations*. In the cases of the other three companies, the consent to prosecute was based upon Section 16 (1), 20 (1), 21 (5), 21, 38 and 40 of the *Regulations*.

The Reasons for Judgment, as given in the case of *Canada Steamship Lines Limited*, are as follows:—

"This is an application of the *Canadian Seamen's Union* to have this Board prosecute, or, in the alternative, to obtain the consent of this Board to the prosecution of *Canada Steamship Lines Limited* for alleged contraventions of Sections 16 (1), 20 (1), 21 (5), 21, 38 and 40 of the *Wartime Labour Relations Regulations*.

"The Board gives the applicant leave to prosecute *Canada Steamship Lines Limited* for alleged contraventions of the aforesaid provisions of the *Regulations*.

"In dealing with an earlier application for leave to prosecute in the *Joseph Stokes Rubber Company* case, D.L.S. 7-601, this board said ' . . . in our opinion it is the function of the court which deals with the charge to determine the merits of the prosecution and we do not consider that the Board on an application of this nature is required to take evidence on or pass on the merits of the case in anticipation of the decision of the court, nor is an inquiry for this purpose necessary in order to dispose of the application. As long as the Board is satisfied that the matter involved is of a serious nature and that the prosecution is not merely of a frivolous or vexatious nature, it is warranted, in our opinion, in giving its consent to prosecution.'

"The Board has followed this decision in giving its consent to prosecution on the present application."

Conciliation Proceedings Under the Wartime Labour Relations Regulations

The *Wartime Labour Relations Regulations* provide conciliation machinery for the settlement of disputes where negotiations for an agreement following certifica-

tion of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days, following the days

of notice prescribed by the Regulations. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National). The Minister then appoints a Conciliation Officer to confer with the parties and endeavour to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Conciliation Board, a Board is then established by the Minister. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

I. Assignment of Conciliation Officers

During April, 1948, Conciliation Officers were assigned to confer with the parties in an effort to effect an agreement in the following cases:—

Canadian Marconi Co., Ltd. (Transoceanic Service) and Marconi System Division No. 59, Commercial Telegraphers' Union (AFL-TLC). Raoul Trepanier, Conciliation Officer.

United Towing & Salvage Co., Ltd., and Canadian Seamen's Union (TLC). Raoul Trepanier, Conciliation Officer.

United Towing & Salvage Co., Ltd., and National Association of Marine Engineers of Canada, Inc. (TLC). Raoul Trepanier, Conciliation Officer.

II. Agreements Facilitated by Conciliation Officers

In the following cases, reports were received during the month from Conciliation Officers indicating the successful completion of negotiations with the signing of an agreement:—

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

Branch Lines, Ltd., Dry Cargo Division (formerly Marine Industries, Ltd., Leaf Barges Division) and Canadian Seamen's Union (TLC). Raoul Trepanier, Conciliation Officer. (L.G., May, 1948, p. 466.)

British Yukon Navigation Co., Ltd., and National Association of Marine

Engineers of Canada, Inc. (TLC). G. R. Currie, Conciliation Officer. (L.G., May, 1948, p. 466.)

Giant Yellowknife Gold Mines, Ltd., Yellowknife, N.W.T., and Yellowknife District Miners' Union (Local 802, International Union of Mine, Mill & Smelter Workers) (CIO-CCL). G. R. Currie, Conciliation Officer. (L.G., May, 1948, p. 466.)

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

Ottawa Electric Railway Co. and Division 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (AFL-TLC). Bernard Wilson, Conciliation Officer. (L.G., May, 1948, p. 466.)

Western Canadian Greyhound Lines, Ltd., and Division 1374, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (AFL-TLC). R. H. Hooper, Conciliation Officer. (L.G., April, 1948, p. 312.)

III. Boards Established

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

Various grain elevator companies, represented by Lakehead Terminal Elevator Association and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC). H. S. Johnstone, Conciliation Officer. (L.G., April, 1948, p. 312.)

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

IV. Boards Dissolved

Canada Steamship Lines, Ltd. The Conciliation Board established to deal with a dispute between Canada Steamship Lines, Ltd., and the Canadian Seamen's Union (L.G., May, 1948, p. 467) was dissolved on April 10, 1948, when the Minister of Labour accepted the resignation of Irving Himel, member of the Board appointed on the nomination of the employees. On the same date, L. W. Brockington, K.C.,

Ottawa, and J. D. McNish, K.C., Toronto, were appointed members of an Industrial Disputes Inquiry Commission, under the provisions of Section 46A (1) of the War-time Labour Relations Regulations, to deal with the dispute.

Colonial Steamships, Ltd. The Conciliation Board established to deal with a dispute between Colonial Steamships, Ltd., and the Canadian Seamen's Union (L.G., May, 1948, p. 467) was dissolved on April 10, 1948, when the Minister of Labour accepted the resignation of Irving Himel, member of the Board appointed on the nomination of the employees. On the same date, L. W. Brockington, K.C., Ottawa, and J. D. McNish, K.C., Toronto, were appointed members of an Industrial Disputes Inquiry Commission, under the provisions of Section 46A (1) of the War-time Labour Relations Regulations, to deal with the dispute.

Sarnia Steamships, Ltd. The Conciliation Board established to deal with a dispute between Sarnia Steamships, Ltd., and the Canadian Seamen's Union (L.G., May, 1948, p. 467) was dissolved on April 10, 1948, when the Minister of Labour accepted the resignation of Irving Himel, member of the Board appointed on the nomination of the employees. On the same date, L. W. Brockington, K.C., Ottawa, and J. D. McNish, K.C., Toronto, were appointed members of an Industrial Disputes Inquiry Commission, under the provisions of Section 46A (1) of the War-time Labour Relations Regulations, to deal with the dispute.

V. Board Reports Received

During the month, the reports of Conciliation Boards were received in the following cases:—

Canadian National Railways and Canadian Pacific Railway Co., their subsidiaries and jointly owned undertakings, and Algoma Central & Hudson Bay Railway Co., Ontario Northland Railway, Toronto, Hamilton & Buffalo Railway Co., Pacific Great Eastern Railway Co., Essex Terminal Railway Co. and Sydney & Louisburg Railway Co., on the one hand, and Brotherhood of Railroad Trainmen. (L.G., Oct., 1947, p. 1451.)

Canadian National Railways and Canadian Pacific Railway Co., their jointly and separately owned subsidiaries and ancillaries, and Toronto, Hamilton & Buffalo Railway and Ontario Northland Railway, on the one hand, and Brotherhood of Locomotive Firemen & Enginemen, Order of Railway Conductors, Brotherhood of Railroad Trainmen, Order of Railroad Telegraphers (AFL-TLC), Brotherhood of Maintenance of Way Employees (AFL-TLC), Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC). Division No. 4, Railway Employees' Department (AFL), Canadian National Railway System Federation No. 11, Canadian Pacific Railway System Federation No. 125, International Brotherhood of Firemen, Oilers, Steam Plant Employees, Roundhouse & Railway Shop Labourers (AFL-TLC), International Brotherhood of Electrical Workers (AFL-TLC), International Brotherhood of Blacksmiths, Drop Forgers & Helpers (AFL-TLC), Commercial Telegraphers' Union (AFL-TLC), Brotherhood of Railroad Signalmen of America (TLC) and Hotel & Restaurant Employees' International Alliance & Bartenders' International League of America (AFL-TLC). (L.G., April, 1948, p. 313.)

Canadian National Railways and Canadian Pacific Railway Co., certain of their jointly owned and/or operated properties, and Ontario Northland Railway, on the one hand, and the Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL). (L.G., May, 1948, p. 467.)

VI. Settlements Following Board Procedure

During the month, advice was received that matters in dispute between the following parties had been settled as a result of further negotiations following receipt by the parties of the Conciliation Board report:—

Canada Steamship Lines, Ltd. (water-front freight handlers at various points in Quebec and Ontario) and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC). (L.G., Jan.-Feb., 1948, pp. 32-33.)

REPORT OF BOARD in dispute between

Various Railways and The Brotherhood of Railroad Trainmen.

On April 8, 1948, the Minister of Labour received the report of the Conciliation Board established to deal with matters in dispute between the Canadian National Railways and the Canadian Pacific Railway Company, their subsidiaries and jointly-owned undertakings, and the Algoma Central and Hudson Bay Railway Company, the Ontario Northland Railway, the Toronto, Hamilton & Buffalo Railway Company, the Pacific Great Eastern Railway Company, the Essex Terminal Railway Company and the Sydney & Louisburg Railway Company, and the Brotherhood of Railroad Trainmen (L.G., Oct., 1947, p. 1451).

The Board was under the Chairmanship of the Hon. Mr. Justice E. K. Williams, Winnipeg, appointed in the absence of a joint recommendation from the other two members of the Board, George Hodge, Montreal, and Ralph Maybank, K.C., M.P., Winnipeg, who were appointed on the nomination of the employers and employees, respectively.

Report of Board

To the Hon. Mr. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

SIR:—

Following upon its appointment, your Board held meetings and conferences at both Montreal and Winnipeg. At a meeting with the parties in Montreal, it was agreed that proceedings should be adjourned indefinitely to be taken up later at Winnipeg, and accordingly the Board met again with the parties at Winnipeg. The parties presented their views both documentarily and orally.

Upon consideration of the representations made to it, the Board was of the opinion that direct negotiations between the parties had not been carried as far as they might have been, with a view to securing disposition of some or of all the questions at issue. The Board therefore recommended to the parties that direct negotiations between them should be resumed subject to certain conditions. The recommendations of the Board were accepted by the parties as recorded in a Minute of the Board as follows:—

In view of the admittedly great number of complications inherent in most of the points of difference between the parties to this dispute and also in view of the fact that the parties have never yet, for reasons unnecessary to recount, engaged in direct talks upon these points of difference, the Board hopes that it may even yet be possible for the parties to make some agreement between themselves, and, in that hope, submit the following recommendations to the parties:

1. That the parties proceed now to negotiate with each other directly with a view of arriving at a mutually satisfactory settlement of differences;
2. That in such negotiations each side should have full opportunity to propose revisions of present agreements; in other words that the proceedings should be as though the parties were starting in to schedule revision talks for the first time;
3. That negotiations should be joint; that such talks should not be a discussion of schedule revision with one railway and then with another. By this recommendation the Board does not mean that each of the railroad managements should sit in at, and take part in, the discussions. It would be sufficient if the negotiations were between the two large railways and the brotherhood with the understanding that the other railway managements agree that any arrangements thus effected would have due influence upon them towards the end of effecting like arrangements;
4. The above recommendation respecting negotiations being "joint" is of course subject to any mutually satisfactory plans the negotiators may make respecting procedure as their talks advance;
5. If such a proposal could be accepted by the parties the Board would, subject to approval of the Minister of Labour, consider its work suspended until the parties

report back to it the result of negotiations and the Board would be ready at all times to give such assistance as it can give to the parties in any matter.

Note: The above was accepted in open meeting by all of the representatives of all the parties interested.

After extended conferences and negotiations between the parties pursuant to the arrangement indicated, the Chairman of the Board was informed on behalf of each of them, that there had been failure to effect a settlement of the dispute, and requesting that the Board should resume jurisdiction.

Arrangements were then made that the Board should again be convened at Winnipeg, and further representations on behalf of the parties were heard. It developed that there had been some disagreement or misunderstanding between the parties in respect of the conditions involved in the arrangement under which direct negotiations were to be resumed as already indicated.

Upon further recommendations of the Board, direct negotiations were immediately resumed. The Board is pleased to report that as a result of these negotiations, agreement has been reached as indicated in communication addressed to the Chairman of the Board, under date of April 3, 1948, reading as follows:—

Pursuant to the understanding of the Board's recommendation of November 13, in accordance with which we have been progressing negotiations of the issues before your Board, we are

pleased to be able to report to you that agreement has been reached in respect to them, and it will not be necessary to refer the matter back to the Board for conciliation proceedings.

We wish to express our appreciation of the Board's consideration and assistance in bringing the matter to a satisfactory conclusion.

Yours very truly,

For the Brotherhood
of Railroad Trainmen:

(Sgd.) J. J. HENDRICK,
Vice-President.

For the Canadian Pacific
Railway Company:

(Sgd.) J. R. KIMPTON,
*Asst. Vice-President
Personnel.*

For the Canadian National
Railways:

(Sgd.) R. C. JOHNSTON,
*Director of Labour
Relations.*

The duties of the Board in the matter would therefore appear to be completed, except to record its appreciation of the manner in which all parties made their submissions and of the evidence of good relationships existing between them.

All of which is respectfully submitted.

(Sgd.) E. K. WILLIAMS,
Chairman.

(Sgd.) RALPH MAYBANK,
Member.

(Sgd.) G. HODGE,
Member.

REPORT OF BOARD in dispute between

**Canadian National Railways, Canadian Pacific Railway Company,
et al,
and
Canadian Brotherhood of Railway Employees and Other
Transport Workers (CCL).**

On April 22, 1948, the Minister of Labour received the report of the Conciliation Board established to deal with matters in dispute between the Canadian National Railways, the Canadian Pacific Railway Company, their jointly owned and/or operated properties and the Ontario Northland Railway, on the one hand, and their employees represented by the Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL).

The personnel of the Board was as follows: the Hon. Mr. Justice J. C. A. Cameron, Exchequer Court of Canada, Ottawa, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board; Paul S. Smith, K.C., Montreal, member appointed on the nomination of the employers; and Samuel Baron, Montreal, member appointed on the nomination of the employees (L.G., May, 1948, p. 467).

Report of Board

The Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:—

The Conciliation Board appointed to consider the matters in dispute between the above-named parties met in Montreal on March 24. There were present at this meeting Messrs. R. C. Johnston, P. E. Ayrhart and T. J. Gracey representing the Canadian National Railways; Messrs. D. I. McNeill, K.C., J. R. Kimpton and S. M. Gossage representing the Canadian Pacific Railway; and Messrs. A. R. Mosher, E. Robson, T. McGregor, S. H. Eighteen, F. H. Gillespie, W. J. Smith, M. C. Anderson, D. A. Secord, J. Querido, W. W. Quist, E. Swift and Dr. E. Forsey, representing the Canadian Brotherhood of Railway Employees and Other Transport Workers.

On March 24 and 25 briefs were presented to the Board, that of the Brotherhood being given by Mr. S. H. Eighteen and that of the Railways by Mr. R. C. Johnston. At the request of the parties the hearings were then adjourned to April 2, on which date briefs in reply and rebuttal were submitted to the Board.

At the conclusion of the final hearings it was apparent that further negotiations between the parties regarding the application for a general wage increase of thirty-five cents per hour would be fruitless. However, at the suggestion of the Board the parties agreed to meet in order to give consideration to the other points in dispute.

We are happy to report that we have been advised by the parties that a satisfactory agreement has been reached regarding pay for certain statutory holidays, and that part of the application is therefore withdrawn from the Board. We are also advised that further consideration will be given by the parties themselves to the matter of a special increase for classified labourers and coal plant operators, and that if their efforts to reach agreement on that point should be unsuccessful, a request will be made to you to reconvene the Board for the purpose of dealing with that question.

The remaining three matters submitted for the consideration of the Board are as follows:—

1. A general wage increase of thirty-five cents per hour for all employees.

2. That employees be paid for time absent from duty account their own bona fide illness, 12 days per year, cumulative.
3. That an article be included in the agreements providing for a Union Shop and check-off of union dues and assessments.

Being unable to bring about an agreement between the parties in these matters, it is necessary to report to you our findings and recommendations in regard thereto.

This application affects about 16 per cent of the total railway employees in Canada. It directly affects 28,490 employees of the Canadian National Railways, the Canadian Pacific Railway Company, the Toronto Terminals Railway Company, the Northern Alberta Railways, the Vancouver Hotel Company and the Ontario Northland Railway.

The employees concerned in this case comprise principally clerks, call boys, red caps, freight handlers, stores employees, shop labourers, express and cartage employees, Sleeping and Dining Car Department Road Service employees and unlicensed steamship personnel as well as employees in certain of the hotels operated by the Canadian National and Canadian Pacific.

History of the Dispute

Notice was served, under date of May 13, 1947, on the Managements of the several hotels of the Canadian National Railways and the Canadian Pacific Railway Company and the Management of the Vancouver Hotel, operated jointly by the two companies, of the desire of the employees to revise the working conditions of the collective agreements. Under date of July 22, 1947, notice was served on the Canadian National Railways of a desire to revise the collective agreement covering "Clerks and Other Classes of Employees" with respect to certain adjustments in rates of pay, including an increase of 10 cents per hour for classified labourers and coal plant operators, and changes in rules governing working conditions. The proposals in each case included a request for the establishment of a 40-hour work week with no reduction in take-home pay. Under date of October 22, 1947, notice was served on the companies demanding an immediate wage increase of 20 cents per hour for hourly-rated employees; \$1.60 per day for daily-rated employees; \$9.60 per week for

weekly-rated employees; \$41.60 per month for monthly-rated employees whose agreements provide for forty-eight (48) hours per week or less, or 208 hours per month or less, and a monthly increase based on 20 cents per hour for monthly-rated employees whose agreements provide that more than 208 hours shall constitute a basic month's work. This demand was in addition to demands already made as described above.

Subsequent to notice having been served on the Railways by the eighteen international labour organizations for a wage increase of 35 cents per hour, the Canadian Brotherhood of Railway Employees and Other Transport Workers, under date of December 9, 1947, served notice on the companies withdrawing its request for the 40-hour work week and changing its demand for an increase in wage rates from 20 cents per hour to 35 cents per hour for

hourly-rated employees and a corresponding increase for daily, weekly and monthly-rated employees. This is the same amount of increase as that requested by the eighteen international labour organizations.

A meeting to discuss the wage increase of 35 cents per hour was held on December 20, 1947, and after discussion the railways advised the employees that apart from other reasons they were unable financially to give consideration to the request. A Conciliation Officer met the parties on January 15, 1948, but again negotiations were unsuccessful. The additional requests above-mentioned were not before the Conciliation Officer, but at the request of the employees, the railways consenting, these matters were referred directly to this Board for consideration.

The applicant Brotherhood represents the employees of the following collective bargaining groups:—

CANADIAN NATIONAL RAILWAYS		Approximate Number of Employees
Wage Group		
Clerks and Other Classes of Employees.....		17,316
Sleeping, Dining and Parlour Car Departments.....		1,768
Express Department.....		3,505
Cartage Services Department.....		590
Regional Auditor's Office, Moncton, N.B.		153
Regional Treasurer's Office, Moncton, N.B.		7
Regional Auditors' and Regional Treasurer's Offices, Toronto, Ont.		316
Bureau of Statistics, Winnipeg, Man.		24
Boarding Car Department—Cooks and Cookees—Western Region.....		192
Excavating Machine Operators, Western Region.....		81
Red Caps, Captains and Assistant Captains, Montreal, Que.		48
Montreal Stockyards Limited, Montreal, Que.		48
Canadian National Transportation, Port Arthur and District.....		25
Niagara, St. Catharines and Toronto Rly., St. Catharines, Ont.		65
Montreal and Southern Counties Railway, Montreal, Que.		50
Canadian National Steamships—Stewards Department—(Pacific).....		56
Unlicensed personnel, Barge and Ferry Services, Pt. Mann, B.C.		96
Unlicensed personnel, Ontario Car Ferry Company, Cobourg, Ont.		78
Canadian National Hotels (6).....		1,138
CANADIAN PACIFIC RAILWAY COMPANY		
Unlicensed personnel, Barge and Ferry Services, Okanagan Lake, B.C.		50
Canadian Pacific Hotels (8).....		1,738
JOINTLY OWNED AND/OR OPERATED (CNR AND CPR)		
Northern Alberta Railways.....		70
Toronto Terminals Railway Company.....		333
Vancouver Hotel Company.....		543
OTHERS		
Freight Shed Employees, Etc., Ontario Northland Railway.....		180
Dining Car Employees, Ontario Northland Railway.....		20
		28,490

A General Wage Increase of Thirty-five Cents per Hour for all Employees

This is the most important request made by the employees. Its importance may

be understood when it is realized that if applied only to the employees here represented it would increase the present wage bill of the railways by \$26,601,655; and if applied to all railway employees, by

\$152,651,000. (Canadian National Railways \$85,303,000; Canadian Pacific Railway \$67,348,000.) If granted in full, the average annual increase to each railway employee would be at least \$900. In our opinion, however, no satisfactory evidence has been submitted to us which would warrant an increase of thirty-five cents per hour.

In reaching a conclusion as to what general wage increases should be recommended it is necessary to consider briefly the history of the present scale of wages. In 1940, when the government put into effect a cost-of-living adjustment to meet the rise in prices, the wage levels established in 1926-29, or any higher levels subsequently established, were specifically recognized by the government as fair and reasonable, and as constituting a standard for the adjustment of rates considered to be unduly low. The highest railway wage rates were achieved in 1926-29, and while during the depression they were subjected to temporary deductions, the 1926-29 scale was fully restored in 1937, and remained at that level in 1939.

The cost-of-living bonus was first made applicable to railway employees in 1941, and on February 15, 1944 the then existing bonus, amounting to 10 cents per hour, was incorporated in the basic rate for all railway employees. On July 31, 1944 the National War Labour Board granted an increase of 6 cents per hour to all railway employees, effective from September 15, 1943.

In the latter part of 1945 and early in 1946 the railway employees applied to the National War Labour Board for further increases. The Board referred the matter back to the parties for further negotiations, and in the result an agreement was reached between the Canadian National Railways and the Ontario Northland Railways and their employees for a wage increase of 10 cents per hour, or \$20.80 per month, effective June 1, 1946. The Canadian Pacific Railway and certain other privately owned railways, took the position that they could not participate in the settlement without the assurance of some additional revenue. On the matter coming before the National War Labour Board the Canadian Pacific Railway was directed to put the same increase into effect as of the same date.

In all, therefore, the railway employees have had a general increase of 26 cents per hour since 1939. The general average paid to all railway employees in 1939 was 64.3 cents per hour, and for 1947 it was

estimated to be 92.7 cents per hour. This represents an average increase of 28.4 cents per hour, the difference of 2.4 cents over the 26 cents above referred to being occasioned by the application of the increase to mileage rates and other special bases. Over all, therefore, there has been an increase in average hourly rates of 44.2 per cent over the 1939 rates.

For the particular employees represented in this application the general average hourly rates in 1939 were 49 cents, and in 1947 amounted to 75 cents, an increase of 26 cents per hour, and an increase of 53 per cent over the 1939 rates. For this group the average weekly wage in 1947 was \$36, or \$153 per month. The work week is forty-eight hours. In 1939 the average annual earnings of all railway employees were \$1,549, and in 1947, \$2,322, or an average increase of 50 per cent.

Before giving consideration to the question as to what increase may be warranted under all the circumstances, it is necessary to dispose of an argument advanced to us by the Brotherhood. It is stated, and well established, that the employees represented on this application are among the lower paid groups in railway service. There can be no question that such is the case. The general average hourly rate in 1947 for all railway employees was estimated to be 92.7 cents per hour, but actually it was approximately 96 cents per hour. The general average for the Brotherhood employees is now 75 cents per hour, and in 1939 was 49 cents per hour. It is submitted, therefore, that we should give special consideration to this fact, and base our findings entirely on the data supplied to us for this one group, without giving any effect to the general situation in railway employment.

There is a good deal of merit to the suggestion that special consideration should be given to employees in lower paid brackets. We think it is fair to say that the general trend in industry in recent years is to give larger increases to those whose incomes are most affected by the increase in the cost of living. But there are several factors which compel us to conclude that such a distinction cannot here be made.

The wage structure in railway service has been established as a result of many years of negotiation between the owners and the employees' bargaining representatives. Except for minor adjustments to meet particular needs, the increases granted

have been made applicable to the employees "across the board", and for all railways; thus maintaining the relative wage standards of the various classifications. We are quite unable on the limited information before us to state that the results are either fair or unfair, but the relative balance has been maintained so long that unless and until a complete job evaluation is carried out, any award which would seriously disturb the existing relative position in railway employment generally would create the greatest confusion.

It is also to be kept in mind that employees in all categories now before us—but not represented by the Brotherhood—are concerned in the application for a wage increase of 35 cents per hour "across the board", made by eighteen international organizations, and whose case is now under consideration by another Board of Conciliation. It would be quite unfair to create a disparity between employees performing the same work on different properties. The fact is that the applicants here amended their application for a wage increase by raising it to 35 cents per hour to correspond with the application of the International Brotherhood—a very strong indication of their desire to be treated on the same basis as other railway employees and a recognition of the interdependence of rates of pay of the different classifications. The eighteen International Brotherhoods represent approximately 112,000 employees.

Because, therefore, of the special considerations which have been enumerated, we have reached the conclusion that in determining what is a fair and reasonable wage for the applicants it is necessary to consider the over-all situation. Nor do we feel that in dealing with an application for a *general wage increase* we can distinguish between any of the classifications represented by the Brotherhood, when the applicants themselves have not requested us to do so. The application is framed as one for a general increase of 35 cents for all in this group; and, while an additional flat increase of 10 cents per hour was requested for classified labourers and coal plant operators of the Canadian National Railways, that is not immediately before the Board, as the parties are continuing direct negotiations thereon. In the form in which the application was made we were not asked to make any distinction between any of the classifications here represented, *other than as noted*.

Cost of Living

The applicants did not particularly stress the rise in the cost of living as the main basis for their demand for an increase, although it is undoubtedly an element to be considered. They say:—

The rise in the cost of living plays only a very minor, subsidiary part in our argument.

As of March 2, 1948 the cost-of-living index was at 150·8 an increase of 50·8 points over the 1939 base of 100. Using the formula adopted by the Government in applying the cost-of-living bonus, by adding 25 cents a week per point increase, that would have resulted in a "bonus" of \$12.70 per week, or 26·5 cents per hour over the general average hourly wage in 1939. As stated above, the general average hourly wage in 1939 was 64·3 cents, and in 1947 it was estimated at 92·7 cents. But an average over-all increase has already been granted of 28·4 cents, or 1·9 cents in excess of what the cost-of-living "bonus" on that basis would have been. On a percentage basis an increase of 50·8 per cent over 1939 hourly average rate of 64·3 cents would result in a required addition of 32·6 cents per hour over the 1939 rate, of which an estimated 28·4 cents has already been awarded, leaving only 4·2 cents per hour to be still added. But actually the 1947 average hourly rate is now shown to be 96·1 cents per hour, an increase over 1939 of 31·8 cents. For this group the average hourly rate was 75 cents per hour, or an increase of 53 per cent over the 1939 average hourly rate of 49 cents.

The employees in this group do not demand an increase in wages specifically to take care of the increase in cost of living since the time of the last wage increase on June 1, 1946, when the index was 122·6. If they were to do so, then on the formula above referred to the increase would be \$7.05 per week of 48 hours, or 14·7 cents per hour. But in its rebuttal the Brotherhood specifically disclaims that it has ever advanced the contention that the hourly wage made effective by the increase of June 1, 1946 should be guaranteed. We are of the opinion that the Brotherhood was well advised in not basing its claim on the necessity of guaranteeing the level of June 1, 1946, by claiming to superimpose thereon an amount which would completely protect them from the rise in the cost of living since that date.

We would hesitate to subscribe to the theory that Railway employees as a whole, representing 8 per cent of employed workers in Canada, who have already achieved an average wage scale of 96.1 cents per hour and who are generally recognized as among the highest paid groups in Canada, should entirely escape from the burden of rises in the cost of living. The great majority of Canadian citizens do not enjoy any such complete protection. The vast majority have wages substantially below the average in railway employment, and every Canadian citizen (including the railway employees themselves) is bound to have that burden increased by any addition to the railway wage rates, either by taxation or by paying a higher cost for goods which have been subjected to higher freight rates in transportation.

We therefore feel that while the Brotherhood did not make a major issue of the rise in the cost of living, that on this ground the railways have shown that the increases already granted by them in dollars, and as translated into "real wages" have kept pace with the increased cost of living.

General Comparability

The Brotherhood submits that increases in railway wage rates have not kept pace with those in industry generally, and specifically it is pointed out that no increases have been granted since June 1, 1946.

There is no doubt that wages have increased in almost every branch of industry in the last two years. In support of its claims the Brotherhood refers us to "Wage Rates and Hours of Labour in Canada 1946" issued by the Federal Department of Labour, under the heading "Index Numbers of Wage Rates in Canada, by Industry, 1939-46" on page 6 and 7 thereof. Starting with a base of 100 for 1939 the figures given for each subsequent year show the percentage increase for each of the named industries over 1939. In 1946 the general average for all the groups is shown at 155.2, which indicates an over-all average increase of 55.2 per cent over 1939. For steam railway the increase is 42.3 per cent. The main groups are logging, mining, manufacturing, construction, communication and services. Closer scrutiny of the table, however, reveals many interesting features. It is to be noted that the table discloses only the *percentage* increases but does not give the relative wage levels in 1939. An

equal percentage increase applied to a smaller base rate would mean a smaller increase in cents per hour. For example, a 33½ per cent increase applied to a 45 cents per hour base would mean an increase of only 15 cents per hour; but when applied to a base of 64.3 cents (the 1939 average hourly rates in railway service) the increase would be 21.4 cents.

It seems clear to us that in the industries in which the high percentage increases have been obtained, there were in most cases special reasons which do not exist in railway service. Those industries were those in which employment was of a seasonal character, where wages were unduly low in 1939; or where those in which higher wage claims would cause no great concern to the employer, inasmuch as he could quite easily pass them on to the consumer by raising his prices, particularly where the goods were in short supply due to the war and price was not the determining factor. Where these conditions did not apply the rate of increase was not so marked. A glance at the group "Transportation and Communication" shows a rise of 43.5 per cent over 1939. Steam railways are included in the general average. For street railways the index is 139.5, for telephones 125.2 and for inland and coastal transportation 162.3. Inland water transportation is, of course, seasonal.

Restricted as we are to the necessity of considering the problem of a wage increase by reference to railway employees as a whole, we do not think that any useful purpose would be served by comparing individual classifications in railway service with those that are comparable in industry generally. Many of the railway groups have no comparable classification in industry. There are some railway classifications where the rates are lower than in selected similar groups in some places in Canada, but as will appear from the comparisons hereafter mentioned, the general average weekly income is in excess of all other named groups in industry—and very considerably so—and in hourly rates is substantially in advance of all but a very limited number.

As we have noted, the increases already granted have exceeded the cost-of-living "bonus" which would have been granted under the Government formula for payment of that bonus, taking 1939 as the base year and applying the cost-of-living index on a *percentage* basis—that is, 50.8 per cent over the 1939 level—it would require payment of an additional 4.2 cents

per hour. Considering, however, the increases that have been granted in industry generally, we are of the opinion that even on that basis—which actually has no great validity—such increase of 4.2 cents is inadequate. We have reached the conclusion that an increase of 7 cents per hour is warranted and under all the

circumstances, some of which will be later mentioned, would be fair and reasonable.

There follows a table which indicates the average hourly, weekly, monthly and annual income of railway employees for 1939, 1947 and as they will be after the proposed 7 cents per hour is put into effect:—

	1939	1947 (as estimated)	After putting into effect proposed increase
Average hourly rates	54.3c.	92.7c.	99.7c.
Average weekly wage for 48 hours.....	\$30.87	\$44.49	\$47.85
Average monthly wage	\$131.17	\$189.10	\$208.08
Average annual wage	\$1,549.00	\$2,322.00	\$2,500.00

With the proposed increase the average annual income would be 59 per cent in excess of that of 1939.

The figures given are based on the estimated average hourly rates for all railway employees in 1947, but the actual figures are now available. In the annual reports for the railways the actual average hourly rate for the Canadian National Railways is 95.2 cents and for the Canadian Pacific Railway 97.1 cents, a general average of 96.1 cents. The result is that the actual average hourly earnings, if the increase be granted, would be 103.1 cents instead of 99.7 cents, or weekly average earnings of \$49.48.

This figure may be compared with the average weekly earnings in industry generally. If reference is made to "The Employment Situation at February 1, 1948 together with Payrolls" issued by authority of the Minister of Trade and Commerce (page 22), it may be seen that for approximately 2,000,000 employees the average weekly salaries and wages for each employee in 8 leading industries are \$38.67, for 9 leading industries \$38.62, and for manufacturing as a whole \$39.35. The highest in these 9 leading industries is mining at \$47.39 per week, the next is transportation at \$45.63 and the other 6 are below \$40 per week. "Steam railway operation" is included in "transportation" and it is shown that at the present rate approximately 90,000 engaged therein have an average weekly income of \$49.50. In only one of approximately 60 sub-groups do the average weekly earnings exceed \$49.48, namely pulp and paper (manufacturing), excluding, of course, the classification "steam railway operations" which include only about one-half of all railway employees.

Weekly earnings in various branches of industry are, of course, not completely

comparable because of the variation in the number of hours in the work-week. For railway employees the general average is 48 hours, which is greater than that in industry generally. The more accurate comparison may be had by reference to "Statistics of Average Hourly Work and Average Hourly Earnings" dated April 8, 1948 and issued by authority of the Minister of Trade and Commerce. From the table given on page 2 thereof, it will be seen that as of February 1, 1948 the average hourly earnings of *hourly-rated wage-earners* in manufacturing as a whole are 86.5 cents. On page 10 the average hourly earnings of wage-earners for whom data was then available are shown, the major groupings being as follows:—

	Per Hour Cents
Manufacturing as a whole.....	86.5
Mining	104.5
Local transportation	91.1
Building construction	98.8
Highway construction	77.3
Services	55.8

In approximately 55 sub-classifications 11 have an average hourly earning in excess of \$1. Those in railway employment have certain advantages not all of which are enjoyed in general industry; employment, as a rule, is continuous; pensions are provided and considerable free railway transportation is provided for employees and dependents. The contribution of the two main railways to pension funds is substantial. For the year 1947 the Canadian Pacific Railway contributed in all \$7,787,000, of which \$5,865,000 was to maintain the non-contributory pension funds. For the Canadian National Railways 2.4 cents of each revenue dollar was paid to pension funds.

**Request that Employees be Paid
for Time Absent from Duty
Account Their Own Bona Fide Illness
—12 days per year—Cumulative**

At the present time the regulations in Canadian National Railways allow certain clerical monthly-rated employees to be paid while absent from work because of their own bona fide illness on the following basis:—

- (a) Maximum of 6 days after 1 year's service.
- (b) Maximum of 9 days after 2 years' service.
- (c) Maximum of 12 days after 3 years' service.

This allowance is not cumulative, and under ordinary circumstances is conditional upon no additional payroll expense being involved; that is, other employees must perform sick employees' work without additional compensation. There is no provision for hourly-rated employees to be allowed pay while off sick under any circumstances.

It is alleged by the Brotherhood that:—

We are merely asking for what has been the practice of the Dominion Government towards employees for years, what is becoming a common practice in many branches of industry, and an agreement concerning, and an extension of, the railways' own present practice for certain monthly-rated employees.

In support of that statement they refer us to Exhibit "E", which is a statement of certain companies who pay their employees for time lost on account of illness. The statement is compiled from collective agreements filed with the Canadian Congress of Labour by its affiliated and chartered Unions only. It is a list of only 35 companies or municipal corporations. There is no evidence to indicate that even in the list of corporations comprising Exhibit "E" that sick pay is allowed to hourly-rated employees, though that may be the case. In any event, we are aware that it is not the general practice in industry to grant sick pay to hourly-rated employees, desirable as it might be in some of its features.

The railways oppose this part of the application on several grounds. It is pointed out—and we think with some reason—that full pay allowances as sickness benefits result in a greater increase in absenteeism for the average wage-earner. Many individuals view such leave with pay as a supplementary vacation to

which they believe they are entitled as a matter of right, whether or not there is actual illness. In the *Boston Edison News* of July, 1940—a monthly publication of Boston Edison Company for its employees—comment was made on that company's experience with sick leave, as follows:—

It is a fact, also, that the morbidity experience in an industry has a marked relationship to the liberality of benefits paid for sickness, meaning that the less the sickness benefits payments, the less the amount of sickness and hence the better attendance record.

Unfortunately many workers feel that they are entitled to sickness benefits as provided under any plan and that such benefits should apply as rapidly as they accrue, otherwise the workers feel they are being deprived of something.

The cost and the difficulty of supervising and checking claims for sick pay through the services of doctors, nurses and clerical staff would be enormous, particularly in the case of organizations such as the railways with employees scattered throughout the whole of Canada.

Moreover, the additional payroll cost of providing such sick pay would constitute an additional heavy burden on the railways, and one that, under present conditions and without further increased revenue by supplementary additions to freight rates, could not be borne. The only estimate furnished to us—and of course it could be only an estimate—is that, if applied to all railway employees, the additional cost would be approximately \$19,000,000. This would amount to an additional 4.2 cents for each hour worked.

For the reasons stated we do not recommend approval of this request.

**Union Shop
and Compulsory Check-off**

The Union request a Union Shop and compulsory check-off of union fees, dues and assessments.

Under the union shop a membership in the union would become a condition of employment and failure to join or maintain membership would result in a forced termination of employment, not depending on the will of the employer or employee.

This is not the first time such a request has been made by railway employees in Canada, although no such conditions now apply to railways in Canada. In 1946 a similar request was made before a Board under the chairmanship of Chief Justice McPherson at Montreal and the request was refused in strongly reasoned reports by a majority of the Board.

The situation in the United States while not governing the matter, is interesting in that there, where the union shop is relatively in wider operation than in Canada, both the Union Shop and compulsory check-off are forbidden by law on all Interstate Railways.

The great majority of the employees in this group are employed by the Canadian National Railways, a government owned concern. To assent to the union's demand would be in direct conflict, with the Canadian Government's statement of policy in this regard as quoted in the *LABOUR GAZETTE* for March, 1945, page 257, a part of which is as follows:—

Broadly speaking, except where provision is made for preferential treatment, as in the case of war veterans with overseas service, all citizens of Canada have equal rights in the matter of employment in government undertakings. As crown companies are owned by the public, their directors are expected to be careful to see that no provision is included which would create discrimination as between one employee and another, or which would have the effect of excluding any citizen from employment therein because he does not belong to a particular union.

It would, as pointed out in the Railways brief at page 42—

be an anomalous situation if a Canadian taxpayer whose work and conduct was satisfactory to this employer, the Canadian National Railways, had to be discharged merely because he exercised his freedom of personal choice and refused to join a particular union, yet under the proposed Union Shop this would be the case.

The request for a Union Shop is, of course, based on the desire for union security. There is no suggestion, however, that the large measure of security now enjoyed by the Brotherhood is in any way threatened, or that the owners have at any time been unco-operative in their attitude to the Brotherhood. It has not been demonstrated that there is any need in this case for any additional form of union security. Moreover it is of importance to note that for almost all the classifications represented by the Brotherhood there are employees in the same categories represented by the 18 International Brotherhoods and for whom no similar application has been made.

It is obvious that if the Union Shop were granted to the applicants herein, all employees in the classification represented by this Brotherhood would be required to join its membership, even though at the time they were members of one of the International Brotherhoods. Jurisdictional

disputes and difficulties would undoubtedly arise, union rivalry would be intensified and the present harmonious relationship existing between the owners and the bargaining agents would be endangered.

The majority of this Board therefore do not feel that they can recommend the adoption of the union's request for a Union Shop in this matter, nor in the majority's opinion is such a radical step necessary for the Union to retain its well-deserved strength and prestige or for the parties to continue what has been a long and distinguished record of co-operation, mutual respect and harmony in their labour relations.

The compulsory check-off is subject to many of the same objections as the Union Shop. It forces a man to dispose of some part of his earnings or contribute to an organization of which he may not approve, or, as an alternative, lose his employment.

In the ordinary industrial plant, a voluntary type of check-off, subject to revocation, and with the consent of the employer has been widely adopted. However, in this matter different considerations apply.

The railways point out, and rightly so in the opinion of the majority of this Board, that if such a privilege was given to the Union involved, it would have to be immediately extended to all the 18 International Brotherhoods as well as to the Brotherhood of Locomotive Engineers, and would involve every union member on both railways.

It is also pointed out, that even among unions some difference of opinion is held on the question, and in a recent application (1946) by the Federated Trades, referred to above, presided over by Chief Justice McPherson (as stated by the railways in their brief), a statement was made to the effect that this particular group involving some 35,000 railway employees did not desire the check-off, as it removed a means of closer contact with the thoughts and feelings of the rank and file through the recurring contacts necessary for the collection of union dues. This statement was not denied before the Board.

The actual difficulties in application, as set out in the railways brief, and aside from all other factors, appear to justify the refusal of the demand for a compulsory check-off. To summarize these objections:—

The large number of employees scattered from one end of Canada to the other and the relatively few pay points—3 for the

CNR and 2 for the CPR—would cause a terrific congestion and overload the present mechanized equipment in the pay offices.

The task of keeping track of the necessary authorization forms (if such were necessary) and keeping them up to date would add a tremendous accounting burden which the Railways are not willing to assume and in whatever form the check-off takes some authorization or consent is necessary. It is true that the Brotherhood in its brief has offered to bear the additional expense occasioned by the check-off. In our view, however, this is in fact an admission that the collection of membership dues is a responsibility and duty of the Brotherhood itself.

For the foregoing reasons, therefore, the majority of this Board cannot recommend the Union's request for a check-off of union dues, fees or assessments.

Ability to Pay

The railways advanced the plea of "inability to pay", and we are of the opinion that there is substantial evidence to support that contention. In 1946 the railways made application to the Board of Transport Commissioners for increases in freight rates to meet the rising cost of operations. In its judgment dated March 30, 1948, that Board granted an increase of 21 per cent in freight rates, basing its findings on the demonstrated need to increase the operating revenue to the point where, at the level of 1947 traffic, the railways would be provided with sufficient income to take care of operating costs and fixed charges, maintain the properties adequately and provide a reasonable return to the shareholders of the privately owned railways. But it must be noted that the judgment was premised on the 1947 level of traffic and on the cost of wages, supplies and equipment for 1947. No consideration was given to possible later wage increases, or to increases in the cost of material and supplies over the 1947 level. The Board of Railway Commissioners found that a 21 per cent increase in freight rates on the 1947 level of traffic would increase the revenue of the Canadian National Railways by \$35,000,000, and that of the Canadian Pacific Railway by \$30,000,000.

We are advised that for 1948 it is estimated that the cost of purchasing the same materials and supplies as in 1947 will greatly exceed that of 1947—for the Canadian Pacific Railway by over \$14,000,000, and for the Canadian National Railways by over \$16,000,000. (These

figures include certain additional wage costs occasioned by changes in working rules, heretofore agreed to.) If to these amounts there be added the cost of the general wage increase of 7 cents per hour, which we have recommended (amounting in the case of the Canadian Pacific Railway to \$13,860,000, and for the Canadian National Railways to \$17,000,000, if applied to all railway employees), it will be seen that the whole benefit of the freight rate increase has been almost entirely lost, and the railways are left in substantially the same position as before they applied for the increase in rates.

It is submitted by the Brotherhoods that as operating revenues have largely increased since 1939, the increase asked for could quite easily be granted. However, the fact is, that while the railway operating revenues of the two main railways rose from \$383,863,187 in 1940 to \$698,528,194 in 1947—an increase of 82 per cent—working expenses (including taxes, etc.) rose from \$316,331,653 to \$654,988,462—or more than double. Taking the net operating revenues for 1940 as 100, the index for 1947 was lowered to 64.5.

It follows from the basis of the standards laid down by the Board of Transport Commissioners for the maintenance of the various railways, necessary improvements and betterments, fixed charges and reasonable return to the owners of the privately owned properties, that even if the 1947 standard of traffic be maintained the railways are unable to pay any increased wages even with the added revenue occasioned by the increased freight rates. But "inability to pay" should not be the sole governing factor in determining what is a fair and reasonable wage.

The cost-of-living and the wage rates prevailing in other comparable branches of our economy are major matters to be taken into account, and so also is the desirability of having the railways staffed by employees with a high level of intelligence and sense of responsibility, and satisfied with their work and remuneration. In the national interest one has to keep in mind that 40 per cent of our national income depends on "export", and that if our standard of living is to be maintained, our export products must be available at prices which would permit their sale in world markets. We have given consideration to all these factors as well as to all the evidence presented to us. While, therefore, the wage increase we are recommending is not as large as has been

requested. we are hopeful that as the new rates which we have recommended, will, to a substantial degree, maintain the advantageous wage position held by railway employees in 1939, they may be accepted as fair and reasonable. If so, it will be a substantial contribution to retarding the spiral of inflation. We cannot fail to mention the outstanding service contributed by all railway employees during the late war and the postwar period. A modest degree of forbearance will again give leadership in the stabilization of our national economy.

Recommendations

The majority of the members of this Board, therefore, recommend:—

- (1) That the application of the Brotherhood be granted to the extent of 7 cents per hour, as of April 8, 1948—that being the date on which the owners put into effect the increased freight rates authorized by the Board of Transport Commissioners. It was impossible for the railways to approve of any increase in wage rates until their revenues were augmented by the increase in freight rates.

The increase now recommended should be applied to all employees represented by the Brotherhood on all railways interested in these

proceedings. In applying that increase to the existing basic hourly, daily, weekly, monthly and mileage rates of pay, it should be done on the same principles as were adopted in applying the increase of 10 cents per hour granted as of June 1, 1946 to the various classes of railway employees.

- (2) That the application for payment for time absent from duty on account of illness be not granted.
- (3) That the application to include articles in the agreements providing for Union Shop and a check-off of union dues and assessments be not granted.

Before closing this report we would like to express our appreciation to all parties for the care and attention with which the briefs were prepared and for the clarity and moderation which characterized their presentation. Throughout the hearings it was apparent that through the experience gained in many years of collective bargaining, each party to the dispute had an appreciation of the other's difficulties.

(Sgd.) J. C. A. CAMERON,
Chairman.

(Sgd.) PAUL S. SMITH,
Member.

Montreal, P.Q.,
April 21, 1948.

Minority Report

HON. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

DEAR SIR:

I am mindful, in making this report, of the great significance which must inevitably be attached to whatever settlement is reached in the dispute herein considered. This Board of Conciliation is concerned with a dispute between a great public utility and some 28,000 employees. Involved on the one side, are the two major railway systems of Canada, one of them publicly-owned; on the other, various groups of workers engaged in a multiplicity of essential occupations in the service of these railways. The vast majority of these employees, about 25,000 are employed by the publicly-owned Canadian National Railways.

During the course of the hearings before this Board, various written and oral representations were made. Despite the

differences which apparently existed and despite the negative attitude of the employers, it was clear to me and, I believe, to the other members of the Board that the relationship between the employers and the labour union representing the employees was of the highest order. There was mutual respect and confidence, based on many years of close and intimate contact and on collective bargaining conducted in an orderly and responsible fashion. The whole history of the railway industry is, in fact, a testimony to the desirability of and the need for a similar relationship in other, less advanced, industries in Canada.

Of the various issues with which this Board was confronted, three have emerged as basic to an amicable settlement of the dispute. One is the question of wages, the second the question of union security and the check-off and the third concerns sick leave. I will examine each of them in detail.

A great deal of statistical and other data was presented by the parties to the dispute on the wage issue. There would be no useful purpose served in a detailed analysis of it: much was of a technical nature. The fact emerges, however, that the employees represented before this Board are among the lowest paid group employed by the railway companies. Essential though they are to the efficient operation of the railway system and of the railway-owned hotels, their earnings are not such as to maintain them and their dependents at a standard of living consistent with health and decency. Evidence submitted by the union indicated that a substantial wage increase is necessary in order to meet even the minimum standards which have been set by responsible agencies for urban families. This evidence dispelled also the somewhat widespread myth that railway workers enjoy a degree of economic well-being which is not to be found in other occupations. In regard to the workers before this Board, it is wholly unfounded.

Let me review the role of these workers in the Canadian community. They are employed in a great public utility on which depends the economic well-being of our whole social and economic structure. The railway industry operates day and night throughout the year, as indeed it must. In good weather and bad, in peace and in war, the railways must operate. The products of our farms, our mines and our factories must be transported to far-off markets cheaply and expeditiously. Our people must be able to move about this vast country speedily and without hardship. In short, the very nature of railway service calls for a degree of devotion, selflessness and integrity which is hard if not impossible to parallel elsewhere. Throughout their century of existence, railway labour and management alike have built up a great tradition of service. Only the other day, the Hon. Lionel Chevrier, Minister of Transport, stated in connection with the annual report for 1947 of the Canadian National Railways that the statistics contained in that report demonstrated "the magnitude of the work carried on year after year for the people of Canada by the System in all its branches and its importance as a primary factor in the national economy."

This tribute was well deserved. Its sentiments are shared by the people of Canada. They have not forgotten the contribution made to the war effort by the railway workers. There can be no

doubt that our hard-won victory was in no small measure made possible by the regular and efficient transportation of troops and materials to strategic points. That this was done in the face of numerous obstacles, many of which neither management nor labour was in a position to control, serves only to emphasize the magnitude of their contribution.

Yet there has been no relaxation from this great task. I wish to quote from the press release issued by the Director of Public Relations of the Canadian National Railways in regard to the annual report for 1947:—

"Last year the Canadian National Railways handled the heaviest volume of peacetime traffic in their history and their freight tonnage was even greater than that of any of the busiest years of the war, according to R. C. Vaughan, C.M.G., chairman and president, whose annual report for the board of directors was tabled in the House of Commons today by Hon. Lionel Chevrier, Minister of Transport . . .

"The unprecedented load of freight—86,221,279 tons—was nearly double the tonnage of 1939. Handling it was made possible in spite of the continent-wide shortage of car equipment because of close attention to operating performance and the co-operation of shippers. Maximum loading requirements introduced during the war were continued. Gross and net train loadings, the average car load and freight car miles per day were improved as compared with 1946 or any year before the war.

"While there was a reduction in passenger traffic as a whole, Mr. Vaughan noted an increase in holiday travel and said that the Railway 'did its part in promoting the tourist industry and took full advantage to procure its full share of this increasing business.'

"The Company's twelve hotels continued to be operated at high levels of patronage and the business of the Canadian National Express and the Canadian National Telegraphs was greater than in any other year. The 20,548,605 Express shipments were an increase of 8.51 per cent over 1946 and the Telegraphs handled nearly 13,000,000 messages, the largest number on record."

The annual report issued recently by the Canadian Pacific Railway and the Ontario Northland Railway indicate that they too have enjoyed a 12-month period of heavy volume.

Of the maintenance of a high level of efficiency there can be no dispute. The

facts speak for themselves. But the question which inevitably arises in my mind as a member of this Board is whether the workers are being properly rewarded for their effort. In other words, have those classes of railway workers represented before us shared with their managements in the fruits of unprecedented levels of activity? Has their incomparable war record received its just due? Have they kept pace with workers in other industries in so far as their earnings are concerned? Are they able to enjoy a reasonable degree of economic security in recognition of the part they play in the maintenance of the great public utility represented by our transcontinental railway system? I think the answer is "no" on every count.

Because of its size and importance, the railway industry is always in the public eye. Consequently this dispute has received its share of publicity and attention. I have no doubt that the people of Canada understand and sympathize with the needs of these workers. They are mindful of what railway workers accomplished during the war and are conscious of their constant role as public servants. I am sure, therefore, that the people of this country support the wage and other demands of these workers even if the implementation of these demands might mean some slight cost to themselves. Canadians have ever shown their willingness to share the burden with the less fortunate.

I wish to emphasize again that these workers are among the lowest paid in the railway service. They include clerks, porters, station employees, roundhouse labourers, express employees, sleeping and dining car staff, cartage workers, freight shed employees and most of the classes of employees employed in hotel service. In 1939 their average wage was about 49 cents an hour—low even by pre-war depression standards. In the intervening years it has risen to the present average of about 75 cents—still a relatively low wage in the light of present circumstances. In effect, 75 cents an hour is still a depressed wage and it must be remembered that, inasmuch as this represents an average, many workers are in receipt of less. As I indicate elsewhere, this 75 cents is in reality a real wage of only 60 cents. In terms of human lives it spells out poverty, insecurity and a threat to the standards of other workers.

In terms of wage rates, the railways have been sadly lagging. It is noteworthy that no increase took place in railway wage rates until 1941, that rates remained stable

for the years 1943, 1944 and 1945 and that rates have remained unchanged from 1946 to the present time. In actual figures, rates have risen by 26 cents an hour since 1939, a period of about a decade. It must be remembered also that of the 26 cents, 10 cents was imposed by the government in the exercise of its wartime wage and price control policy and originated as a cost-of-living bonus. Meanwhile wages in other industries have risen proportionately much higher in terms of 1939 as the base period. In many instances rates have increased by 26 cents—or more—just in the last two years. From their position of leadership in the wage field, the railways have during the past few years, notably since the beginning of the war, dropped down the scale until they are now—at least in so far as the employees in this dispute are concerned—in the dangerous position of becoming a depressed industry. It would be a national calamity, indeed, if the railways could no longer draw on the best manpower in the labour market because of an outmoded wage policy.

The rates of these employees are low not only in absolute terms but in comparison with those paid to workers in other industries. The rate for common labour on the railways is 68 cents an hour. This compares with 82½ to 94 cents in the steel industry; 95½ cents to \$1.26 in the coal industry; 85½ to 93½ cents in the nickel industry; 85 to 87½ cents in the meat packing industry; and 94 cents to \$1.08 in the automobile industry.

I was struck by the fact that of the 17,654 monthly-rated employees represented before this Board, 8,565 or about half were in receipt of less than \$160 a month. Of the 10,558 hourly-rated employees, 8,688 or about four-fifths were receiving 76 cents or less an hour. Clearly the majority of the employees are very close to the 75 cents an hour which is the average; comparatively few are above it.

Cognizance must also be taken of the inflationary period which emerged somewhat less than two years ago. It has resulted in a shrinkage of real wages from which the lower-paid worker suffers far more severely than his more fortunate fellows. Since June, 1946, when the last increase was granted, the official cost-of-living index has risen by some 29 points. This represents a reduction in real wages of about 15 cents an hour, on the basis of 25 cents per point rise for a 48-hour week. (This was the government's method of computing the cost-of-living bonus

during the war and presumably this unit of measurement is still valid.) If the consuming power of these wage-earners is to be maintained at the level in June, 1946, when price controls were still largely extant, then a 15 cent increase is now obviously justified, quite apart from the reasonableness of further increases.

In my opinion a wage increase to compensate for increased living costs is no less important than a tariff increase in response to increased operating costs.

There are thus at least four factors which must be given consideration in regard to the employees' wage demand. One, the continuing volume of traffic with its heavy work-load; second, the undeniably low wages received by these employees at the outbreak of war and the relative stability of railway wages during the war; third, the sharp increase in the cost of living during the past 22 months and the consequent reduction in real wages; four, the need to place this industry on a par with others in so far as wages are concerned.

In examining the evidence presented by the railways, which, incidentally, resolutely opposed any relief to their employees, I was struck by the almost total absence of consideration of the employees as human beings. These workers appeared to be merely cost factors in a balance sheet. Their role as citizens, as consumers, as members of the community, appeared to be completely overlooked by their employers. Yet it is, I believe, a well established principle that the first consideration of an employer must be to provide a living wage for his workmen and this was the basis for decisions by the National War Labour Board during the war. As a publicly-owned enterprise the Canadian National Railways cannot escape the responsibility of having a social concept with regard to its employees; it is bound to make their welfare its concern and give the lead to other employers; it must look beyond its statement of profit and loss. By its very size and nature, the Canadian Pacific Railway Company must also think and be thought of in those terms.

A service as indispensable as transport must and obviously will be maintained. It is essential therefore that its employees be enabled to exist in dignity and comfort. They should not, by virtue of their low wages, subsidize an industry which is by its very nature a public responsibility, whether its components are publicly or privately owned. Yet, in effect, that is

what these workers are being asked to do. I am wholly in accord in the statement made by the union that "the people of Canada have no right to ask railway workers, and especially the low-paid workers represented by the Brotherhood, to subsidize cheap railway transportation by sub-standard wages."

Much has been said by the railways about ability to pay. This is answered in part by the foregoing quotation. There is also the fact that the railways have recently received a substantial tariff increase. In addition, there is every prospect of a maintenance of the present heavy volume of traffic. Employment is still at a high level, there is still a backlog of unsatisfied consumer demand, and the allocation of European Recovery Plan funds to Canada for the purchase of goods in conjunction with the Plan will play its part in making possible full use of our railway transport facilities. In any event, a public utility is a matter of public concern. It is inconceivable that the railways of Canada will be shut down because of increased costs any more than that the postal services will be discontinued because the post office department shows a deficit. The imposition of the tariff increase is one remedy and public policy can dictate others. Certainly it is not the employees who should bear the burden alone.

The companies have argued that price increases and inflation must inevitably result if the wage increase is granted. I do not believe that they have convincingly made their point. It does not follow that every wage increase must automatically be followed by a price increase. Furthermore, the government has ample powers at its command which can nullify such a threat. The burden of stabilizing prices should not be borne by a group of low-paid railway workers.

It is thus a matter of elementary justice that the workers before this Board should receive a wage increase. They are a low-wage group. They have already suffered a reduction in their real wages of about 15 cents. Their wages remained relatively stable during the war and after, while those of other workers rose considerably. They continue to bear a heavy work-load in view of the very high level of railway traffic. Any of these reasons would justify an increase. Together they present an unanswerable argument. The question then is how much.

I am firmly of the opinion that the increase must be a substantial one. A minor increase of five, six, seven or even

10 cents an hour would merely serve as an irritation. It would not fulfil the purpose of alleviating the condition of these employees to any marked degree. It would create resentment, reduce morale and impair efficiency. It would soothe the conscious neither of the railways nor of this Board, nor would it impress the public with its fairness. I therefore recommend an increase in the wage rates of these employees of 20 cents an hour, with the proper adjustment for employees paid other than on an hourly basis.

There is now the question of union security and the check-off. I cannot agree with the companies that the union shop is inherently anti-democratic. In my opinion, the opposite is true. The union shop provides for a greater measure of industrial democracy by placing the two parties in labour-management relations on an equal footing. It gives the employer the right to look to the union for the observance of the collective agreement with regard to every employee (the union is in any case the bargaining agent for every employee, irrespective of membership status). It gives the union the right to obtain full observation of the agreement by enabling it to exert its discipline over every employee, since membership would be a condition of employment. In addition, any fear that the union might have about its security would be removed and better industrial relations would result.

In this case specifically, the union—the Canadian Brotherhood of Railway Employees and Other Transport Workers—is a responsible, mature and well-established organization. It has been in existence for nearly 40 years. Its administration is sound; its procedures democratic; its leaders respected. Its relations with the railway industry have been noted for their harmony and good sense. The fears expressed by the railways that the union shop would lead to excesses are not only unwarranted on the basis of experience but an undeserved reflection on the Brotherhood and its members. This is augmented by the fact that the Brotherhood has offered to submit to arbitration any dispute which might arise out of the imposition of union membership as a condition of employment.

It is significant that Crown Companies are included in the federal labour relations Bill now before Parliament. It is equally significant that this Bill provides for the type of union security requested by the Brotherhood. Similar provisions are to be

found in the labour relations legislation of the major provinces of Canada as well. It must be clear, therefore, that the union shop is consistent with public policy and entirely legitimate as a trade union objective.

The railways express some concern about their ability to require union membership as a condition of employment from their present employees. While not in sympathy with "free riders" who want to enjoy the benefits of union organization without sharing in the cost, I am prepared to compromise in this respect. I recommend therefore that a provision be inserted in the agreement between the Brotherhood and the railways whereby all those at present members of the Brotherhood shall remain members as a condition of employment for the duration of the agreement and that all those who subsequently enter the employ of the railways shall be required to become and remain members in good standing of the Brotherhood as a condition of employment for the duration of the agreement, upon completing their probationary period. I recommend further in this regard that this provision also include an arbitration procedure in the event of allegations of unfair discipline by the union.

With regard to the check-off, I am again obliged to consider the companies' attitude unreasonable and unreasoned. The check-off is merely a dues collection arrangement by the employer on behalf of the union; there is no great matter of principle involved. It is useful to the employer because it eliminates dues collection in other ways more disturbing to the work routine. It relieves the union of a burdensome duty and leaves it free to concentrate on more constructive aspects of industrial relations. In this case, the companies already enforce some 60 check-offs for a variety of purposes so that an additional one can hardly be said to be creating either a precedent or a major burden. The railways managed to shoulder the huge responsibilities of the war effort, with all their attendant emergencies and problems, without any mishaps. It seems hardly possible that the check-off of union dues will strike at their very foundation. Moreover, the Brotherhood has indicated its willingness to cover the cost of such an arrangement. I recommend, therefore, that a provision be included in the agreement providing for the check-off of union dues, fees and assessments from all

employees who sign and submit authorization forms to that effect to the management, and that such check-off remain in force for the entire currency of the agreement.

In the absence of a national scheme of health insurance, I believe that the employees' request for sick leave with pay is fully justified. I consider it to be in the interest of the employees, the management and the public alike. It would make for healthier, therefore more efficient and more profitable employees. It would raise worker morale and set an example of sound and progressive management for other employers to follow. I am unable lightly to dismiss, however, the burdens which the railways contend this proposal would involve, administrative and otherwise. In addition, I am of the opinion that it would be desirable at this time to channel such improvements in working conditions as are feasible and justifiable into a wage adjustment. I therefore recommend that the companies and the union jointly explore this matter further and engage in collective bargaining with a view to its implementation at some later date.

In conclusion, I would point once again to the harmonious relations which have existed between the companies and the Brotherhood. It seems clear to me that the continuance of such relations will be far from strengthened by the entirely negative attitude of the companies displayed before this Board. If employees in other industries succeed in wresting advantages for themselves through more direct means while railway workers see their own conditions depreciate, the latter may well feel that industrial peace is too high a price to pay for low wages and intransigence towards their organization. This, surely would be disastrous to industrial relations and to the well-being of this country. If Canadian workers are to remain immune to subversive doctrines such as have overwhelmed other parts of the world, they must be accorded greater economic well-being and greater participation in the affairs of their industry than has hitherto been the case.

Respectfully submitted,

SAMUEL BARON,

Montreal, P.Q.

REPORT OF BOARD in dispute between

Canadian National Railways, Canadian Pacific Railway Company, *et al.*, and Various International Brotherhoods.

On April 22, 1948, the Minister of Labour received the report of the Conciliation Board established to deal with a dispute between the Canadian National Railways, the Canadian Pacific Railway Company, their jointly and separately owned subsidiaries and ancillaries, and the Toronto, Hamilton and Buffalo Railway and the Ontario Northland Railway, on the one hand, and their employees represented by the Brotherhood of Locomotive Firemen and Enginemen, the Order of Railway Conductors, the Brotherhood of Railroad Trainmen, the Order of Railroad Telegraphers (AFL-TLC), the Brotherhood of Maintenance-of-Way Employees (AFL-TLC), the Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC), Division No. 4, Railway Employees' Department (AFL), Canadian National Railway System Federation No. 11, Canadian Pacific Railway System Federation No. 125, the International Brotherhood of Firemen &

Oilers, Steam Plant Employees, Roundhouse and Railway Shop Labourers (AFL-TLC), the International Brotherhood of Electrical Workers (AFL-TLC), the International Brotherhood of Blacksmiths, Drop Forgers and Helpers (AFL-TLC), the Commercial Telegraphers Union (AFL-TLC), the Brotherhood of Railroad Signalmen of America (TLC), and the Hotel & Restaurant Employees' International Alliance & Bartenders' International League of America (AFL-TLC).

The personnel of the Board was as follows: the Hon. Mr. Justice J. C. A. Cameron, Exchequer Court of Canada, Ottawa, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board; M. M. Porter, K.C., Calgary, Alberta, member appointed on the nomination of the employers; and M. W. Wright, Ottawa, member appointed on the nomination of the employees (L.G., April, 1948, p. 313).

Report of Board

HON. HUMPHREY MITCHELL, P.C., M.P.,
Minister of Labour,
Ottawa, Canada.

SIR:—

On January 30, 1948, you appointed a Conciliation Board to endeavour to effect an agreement between the parties on the matters on which they have not agreed. Following your appointment of the third member and Chairman of the Board on February 24, 1948, and by arrangement with the parties, the Board convened at Montreal. The first formal sittings were held on March 10 and March 11, and at the request of the parties the hearing was then adjourned to March 30, when each of the parties submitted further evidence to the Board.

We regret to have to state that the parties concerned were unable to reach an agreement on the matter in dispute. It is therefore necessary to report to you our findings and recommendations in connection therewith.

The dispute relates to one matter only, namely an application to increase the existing rates of pay by 35 cents per hour, effective December 20, 1947. On November 20, 1947, the employee organizations referred to above served notice on the railways concerned, and a—

request to increase existing rates of pay of employees represented by the undersigned in the amount of 35 cents per hour, same to be applied proportionately to employees on a weekly, monthly, mileage or other basis and to all arbitraries, miscellaneous rates, special allowances and to daily and monthly guarantees, to be made effective December 20, 1947.

Approximately 112,000 employees are affected by this application; but it is to be noted that another Conciliation Board is presently considering an application by the representatives of another 28,000 railway employees, and in which application there is, *inter alia*, a request for a like increase in rates of pay.

The railways represented in these proceedings are: the Canadian National Railways and subsidiaries, the Canadian Pacific Railway and subsidiaries, the Ontario Northland Railway, and the Toronto, Hamilton & Buffalo Railway, operating together about 92 per cent of the total railway mileage in Canada. This application affects 65 per cent of the total number of employees of the above railways. In all, the Canadian National

Railways have approximately 94,600 employees, and the Canadian Pacific has 75,000 employees. Were the present application granted in full to all employees of the two main railways the estimated annual increase in wages over 1947 would be as follows:—

C.N.R.	\$ 85,303,000
C.P.R.	67,348,000
Total	<hr/> \$152,651,000 <hr/>

Based on a 48-hour work week it would also result in an average increase in the annual wage of each railway employee of at least \$900.

Bases of Request

The principal considerations on which the application is based are described in the application as:—

- (1) Disparity of existing rates of pay with those of railway workers in the United States.
- (2) The phenomenal and continuing increase in the cost of living.
- (3) The failure of railway wages to keep pace with those in other Canadian industries.

We will deal with these in the order mentioned.

Disparity with the United States Rates

We have given consideration to the lengthy arguments advanced by both parties to this question. There is no doubt that the wage rates paid in the United States for comparable railway classifications do exceed those paid in Canada by a substantial amount. Including the recent general increase granted to railway employees in the United States, the disparity in some instances is 35 cents per hour.

Following the McAdoo Award relating to the United States railways, early in 1918, the Canadian Government, because of the war crisis, directed that the wage rates in Canadian railways should conform to those on United States railways, and concurrently therewith directed an increase in freight rates similar to those granted in the United States. From 1918 to 1922 railway wage rates were established on a generally similar basis, and were adjusted by similar amounts at comparable dates.

It is not necessary to trace in actual detail the changes that have taken place in freight rates and railway wage rates in Canada since 1922, or to compare them with those in the United States. It is sufficient to say that since 1922 the temporary parity previously existing between railway wage rates in Canada and the United States has ceased to exist. The economic, geographical and political considerations which determine the standard of living in Canada are not at all similar to or comparable with those in the United States. Until the recent award of the Board of Transport Commissioners dated March 30, 1948, there had been no general increase in freight rates in Canada since 1922; in fact, some rates were still below the level of 1922. As stated by the Minister of Transport in the House of Commons on April 13, 1948 (*Hansard*, p. 2902), the increases in freight rates on U.S. lines since 1935 amount to something in excess of 50 per cent, and in the United Kingdom since 1940, to 55 per cent. It is significant to note in railway Exhibit 11, that for the years 1937 to 1946 inclusive the freight revenue per mile of road and the total operating revenue per mile of road for U.S. Class I railroads was in each case practically double that of all Canadian railways. In 1946 the revenue per train mile in freight services for all Canadian railways having operating revenues of over \$500,000 was \$6.82, while that of all U.S. Class I railroads was \$9.80. (Railway Ex. 11A.)

For many years the request for parity with United States wage rates has come before Boards of Conciliation and Investigation and before the National War Labour Board. So far as we are aware, it has always been rejected. This Board is also of the opinion that there is no ground for adopting it on the present application. On this point we concur in the report of the Board of Conciliation and Investigation under the chairmanship of Mr. Justice A. K. McLean, which had to do with an application made in 1935 to eliminate a percentage reduction on railway wage rates. In this report the Board said:—

Separate national control and regulation of earnings must make the railways of the two countries into separate national systems. National policies such as those in respect to development of resources, domestic and foreign trade, and price levels, create differences in operating conditions for these railway systems which are beyond their control. So do geography, climate, and the distribution of population. While there are many advantages in there being like standards

and practices in the two systems, it seems reasonable to us that in any particular case similarity in governing factors should be established as a fact before the example in one country can be urged as a fixed rule in the other.

Increase in the Cost of Living

Prior to the outbreak of war in 1939 the highest railway wage rates had been achieved in the years 1926-29 by negotiation between the parties: During the depression certain temporary reductions had come into effect, but by 1937 these had been fully restored. In the year 1939 the rates were equal to those in effect in 1929. In 1940, when the Government put into effect a cost-of-living bonus adjustment to meet the rise in prices, the wage levels established in 1926-29, or any higher levels subsequently established, were specifically recognized by the Government as fair and reasonable, and as constituting a standard for the adjustment of rates considered to be unduly low. This cost-of-living bonus was first made applicable to railway employees on June 1, 1941. This bonus was gradually increased, and effective from February 15, 1944 it was incorporated in the basic rates of pay in the amount then effective—approximately 10 cents per hour.

On July 31, 1944, the National War Labour Board granted a further increase to all railway employees of 6 cents per hour, effective from September 15, 1943.

In the latter part of 1945 and early in 1946 the railway employees applied to the National War Labour Board for further increases. The Board referred the matter back to the parties for further negotiations, and in the result an agreement was reached between the Canadian National Railways and the Ontario Northland Railways, and their employees, for a wage increase of 10 cents per hour, or \$20.80 per month, effective June 1, 1946. The Canadian Pacific Railway and certain other privately-owned railways took the position that they could not participate in the settlement without assurance of some additional revenue. On the matter coming before the National War Labour Board, the Canadian Pacific Railway was directed to put the same increase into effect. In all, therefore and apart from a considerable number of increases granted to special classifications from time to time, there has been a general increase of 26 cents per hour to all railway employees since 1939. This increase of 26 cents per hour, by reason

of its application to mileage rates and other special bases, has resulted in an average increase of 28.4 cents per hour for all employees over the rates in effect in 1939. The average hourly rate paid to all employees in 1939 was 64.3 cents, and for 1947 the average estimated rate per hour for all railway employees was 92.7 cents, or 44.2 per cent above the rates paid in 1939.

The latest statement on the cost-of-living index shows a figure of 150.8 as of March 2, 1948. The employees urge upon us that they are entitled to an increase in wages sufficient to take care of the increase in the cost of living since the date of the last wage increase, June 1, 1946, when the index was 122.6. Since that date there has been an increase of 28.2 points in the index. Applying to this increase the formula used by the Government throughout the war, by adding 25 cents per week for each increase of one point in the index, the employees state that they are entitled to an additional \$7.05 per week of 48 hours, or 14.7 cents per hour.

It is to be recalled that the cost-of-living bonus inaugurated by the Government in 1940 was based on two factors: (1) That the highest wages acquired in 1926-29, or at any subsequent period, were to be considered as fair and reasonable, and that such would constitute a standard for the adjustment of rates considered to be unduly low; (2) That an increase of one point (or 1 per cent of the index base) in the index would add a bonus of 25 cents per week, or 1 per cent of the then assumed average basic weekly wage of \$25.

It is important to note that the bonus was entirely a war measure, intended as an aid to wage-earners while wages were frozen, and to protect them from the then relatively small increases in the cost of living. If a policy of cost-of-living bonus had remained continuously in effect, there is little doubt that the base year would still be 1939, to which year the elements in the index all relate. But the cost-of-living bonus is no longer a government policy, and in our view it would be quite improper to invoke its operation as of June 1, 1946, by which date it had long been discarded. In the interval other increases had been granted, some by agreement and others by direction of the National War Labour Board, and while it may be that the increase of 6 cents in 1944, retroactive to September 15, 1943, and the other increase of 10 cents granted as of June 1, 1946, were not specifically

granted on "a cost-of-living bonus" basis, there can be no doubt that the rising cost of living was an element to be considered either directly or by comparability with other industries where increases had been made on a cost-of-living basis.

Moreover, we hesitate to subscribe to the theory that 8 per cent of the employed workers in Canada who have already achieved an average wage scale of at least 92.7 cents per hour, and who are generally recognized as among the highest paid group in Canada, should entirely escape from the burden of rises in the cost of living. It is common knowledge that the great majority of the citizens of Canada enjoy no such complete protection. The vast majority of them have wages very substantially below the average in railway employment, and all of them (as well as the railway employees themselves) are bound to have that burden increased by any addition to the railway wage rates, either by taxation or by paying higher costs for goods which have been subjected to higher freight rates in transportation.

It is also urged that by reason of the nature of the work done by many railway employees, requiring extra food and clothing, they should be entitled to add an additional 10 points to the cost-of-living index,—an amount computed on the above basis to be a further 5.2 cents per hour. On this particular phase of the matter we are of the opinion that there is no satisfactory evidence to indicate that the average railway employee (many of whom are not engaged in manual labour) consumes more food or expends more in the purchase of essential work clothes than the average person whose cost of living (including the cost of food and clothing) is taken into consideration in the preparation of the cost-of-living index.

We are of the opinion that if the "cost of living" approach is to be used at all it should be based on the year 1939 and not at June 1, 1946. The dollar wages in 1939 were the same as in 1926-29, but by reason of a drop in cost of living between 1929 and 1939 the "real" wage in 1939 had increased by 20 per cent over the real wage in 1929. In so far as railway employees as a whole are concerned, therefore, there was no element of error in the Government's assumption of 1939 as a fair and reasonable base when the Wage Control Order came into effect. In fact, they were the highest in the history of railway wage rates in Canada.

Using the year 1939 as a base, the cost of living has risen by 50.8 points as of

February 2, 1948. Applying the formula of 25 cents per week for each point rise, it would result in an additional \$12.70 per week, or 26.5 cents per hour over the 1939 rates. But the general average increase already given is 28.4 cents per hour. On a percentage basis, an increase of 50.8 per cent over the 1939 hourly rate of 64.3 cents would result in a required addition of 32.6 cents per hour over the 1939 rate, of which 28.4 cents has already been awarded, leaving only 4.2 cents per hour to be still added.

In our view "cost of living" is only one of the elements to be considered in making wage structures. We deal therefore with the third ground urged in support of the application for the increase, namely:—

The Failure of Railway Wages to Keep Pace with Those in Other Canadian Industries

It is alleged by the applicant Brotherhoods that increases in wage rates in Canadian industry generally since 1939 have exceeded those granted in the same period to railway workers. Their position is stated thus:—

Our basic contention with respect to this part of our case is that the relationship between the railway and other wages has been changed disadvantageously to the former, and it is the restoration of the relative position of railroad wages that is the point of the discussion.

It is admitted that for many years railway wages were in most instances above, and in many instances very considerably above, the wage rates of industry generally. It is the declared purpose of the applicants to secure and maintain that differential in favour of railway workers.

It is particularly necessary to keep in mind the nature of the application. While eighteen International Brotherhoods were represented at the hearings, they united in a single application, namely for an increase of 35 cents per hour "across the board". The application is framed in such a way that we cannot give any special consideration to any of those in the lower paid brackets, although it may be noted that of the groups represented in this application the annual income in 1947 for one classification is in excess of \$4,000, and for another, approximately \$1,830; in another classification—not now before us—the average income for 1947 was approximately \$4,750. No matter how desirable it might be to give special consideration to those in the lower paid group, we were not asked to do so, and there is insufficient

material before us to even attempt to do any job evaluation. The matter is further complicated by the fact that for many classifications in railway employment there are no comparable classifications in other industry. Our consideration of the matter must therefore be the same as that put forward by the interested parties, namely, the over-all position of all railway employees.

As stated above, the general average of 64.3 cents per hour in 1939 increased to at least 92.7 cents in 1947, an increase of 44.2 per cent. In 1939 the average *annual earnings* of all railway employees was \$1,549, and 1947, \$2,322, an increase of 50 per cent. Doubtless, part of this income in 1947 was due to some overtime worked by those engaged directly in transportation.

The applicants' case rests in the main on Table 1, "Index numbers of Wage Rates in Canada, by Industry, 1939-46", extracted from pages 6 and 7 of "Wage Rates and Hours of Labour in Canada, 1946", issued November, 1947 by the Federal Department of Labour. Rates for each industry given are taken at a base of 100 for 1939, and the relative wage index is shown for each of the following years up to 1946. Based on the figure of 100 for 1939, the figures given in the subsequent years show the percentage average increase for each industry over 1939. The absolute figures for wage rates for 1939 are not given, nor have we been furnished with them. It is also emphasized very strongly that since 1946 there have been many additional increases in many industries, while there has been no increase in railway wages since June 1, 1946.

That table indicates an index for 1946 railway wage rates of 142.3, and a general average for all the groups shown of 155.2. The groups are logging, mining, manufacturing, construction, transportation, communications and services, and each group is broken down into sub-groups. In many instances the percentage of increase in 1946 over 1939 is very considerably in excess of 42.3 per cent.

On the whole we are satisfied that the table does not give a proper or complete comparison. Inasmuch as it does not give the comparable wage levels in 1939 or 1946, it does not show the actual cents per hour increases over 1939. This is of importance as the 42.3 per cent of 1939 average railway rates equals 28.4 cents, but a similar increase of 42.3 per cent applied to any other industry having any

average hourly rate of 45 cents would result in an increase of only 19 cents per hour.

Moreover, it cannot be overlooked that in the main the highest percentage increases have in fact been granted to those industries which, relatively, had a low wage scale in 1939, were of a seasonal character, or were those in which by reason of excessive demands for particular products due to war shortages, and, where regardless of costs, substantial increases in wage rates could be granted and immediately passed on to the consumer without disturbing to any degree the relationship between the employer's income and his total wage costs. It is to be noted in the table referred to, that, in those industries which, generally speaking, had in 1939 a fairly high level of wage rates, and where there was continuous employment throughout the year, the percentage of increases were very considerably below the general average.

Probably the most comparable industry in the table is Transportation and Communications, in which the index for 1946 was 143.5. Included in this is water transportation (inland and coastal), the index being 162.3; the occupations included in that classification are, in part, seasonal. For electric street railway the index is 139.5, and for telephone 125.2.

Were we to adopt the general average increase of 55.2 per cent as at December 31, 1946, as a fair base, after setting off increases which have been given since that date against the matters which have been above referred to as indicating the uncomparability of railway wage rates with those of industry generally, the difference of 12.9 in the index number applied to the average

railway wage rates in 1939 would mean an increase of 8.3 cents per hour beyond the general average of 28.4 cents already granted.

Sufficient has been said to indicate the difficulties that confront us in ascertaining what increase would result in the railway employees receiving a fair and reasonable wage, considering the increases that have been granted in other groups. We cannot support the view that *all* railway employees—and we must treat them as a whole—are entitled to be paid increases equal to the highest granted in certain selected types of industry where, for special reasons, unusually higher wages are, for the moment, being paid. Generally speaking, the trend since 1939 at least has been to give larger increases to those in the lower paid groups. It is to be noted that at the present level of wages about 90,000 (or half of the total number) of railway employees have an average annual wage in excess of \$2,500 per year.

Based solely on the percentage increase in the cost of living since 1939, shown by the index, the employees would be entitled to an increase of 4.2 cents per hour. In our view that is inadequate, when the other increases in industry generally are taken into consideration. After giving full consideration to the matter, we have reached the conclusion that an increase of 7 cents per hour is warranted, and would be fair and reasonable under all the circumstances.

The following table indicates the average hourly, weekly, monthly and annual income of railway employees for 1939, 1947 and also the result of the application of the proposed increase of 7 cents per hour.

	1939	1947	After putting into effect proposed increase
Average hourly rates	64.3c.	92.7c.	99.7c.
Average weekly wage for 48 hours	\$30.87	\$44.49	\$47.85
Average monthly wage	\$131.17	\$189.10	\$208.08
Average annual wage	\$1,549.00	\$2,322.00	\$2,500.00

It is to be noted that the annual average earnings if the proposed increase is put into effect would be 59 per cent in excess of those of 1939.

The above table is based on *estimated* average hourly rate for all railway employees in 1947 of 92.7 cents, but in the Annual Report for 1947 of Canadian National Railways (p. 6) the actual hourly rate is given as 95.2 cents, and we are advised that the actual figures for the

Canadian Pacific Railway are 97.1 cents, a general average of 96.1 cents. On that basis, therefore, the above table would have to be amended, and would indicate average hourly earnings of 103.1 cents rather than 99.7 cents, after the proposed increases were made effective.

Taking into account the proposed 7-cent per hour increase across the board, it is interesting to compare the results with the latest figures in industry. In the issue of

"Employment Situation" above referred to, it is shown that as of February 1, 1948 the average weekly salaries and wages of each employee in eight leading industries reporting for approximately 2,000,000 employees, are \$38.67, and for manufacturing as a whole, \$39.35. It will be found that in only two of the main groups do the average weekly earnings exceed \$45, namely mining at \$47.39 and transportation (in which a proportion of railway employees may be included) at \$45.63. The proposed new weekly rate for railway employees, therefore, at \$47.85 would exceed the general average by over \$9 per week, and also exceed all the other main groups.

The average weekly earnings are, of course, affected by the length of the work week. The prevailing average in railway employment is 48 hours, which is in excess of the average hours worked in other industry. An examination of the average hourly rate in railway employment and industry generally will, therefore, be a somewhat more accurate comparison. If reference is made to "Statistics of average hourly work and average hourly earnings" dated April 8, 1948, issued by the authority of the Minister of Trade and Commerce, it will be seen that as of February 1, 1948, the average hourly earnings of hourly-rated wage-earners in manufacturing as a whole are 86.5 cents (p. 2). On page 10 there is given the average hourly and weekly earnings of *wage-earners* for whom data was then available, the major groupings being as follows:—

	Per hour cents	Per week \$
Manufacturing as a whole..	86.5	37.02
Mining	104.5	45.77
Local transportation.....	91.1	41.36
Building construction.....	98.8	39.62
Highway construction.....	77.3	30.22
Services	55.8	23.77

The report breaks the general group of *manufacturing* into some 55 classifications, and of these only 11 have an average hourly earning in excess of \$1. With that figure comparison may be made with the proposed average rate for railway employees of 103.1 cents per hour.

It is well known also that those in railway employment enjoy many advantages not shared by others. Their employment is continuous. They and their families are entitled to a considerable measure of free transportation and to pensions. It is noted that in 1947 the Canadian Pacific Railway contributed \$7,787,000 to its various pension schemes, of which amount \$5,865,000 was

to maintain the non-contributory pension fund. The 1948 Annual Report of the Canadian National Railways indicates that 2.4 cents of each revenue dollar was expended in pension funds.

Ability to Pay

While the ability of the employer to pay ought not to be the sole governing factor in determining a fair wage in relation to the cost of living and wages provided in other employment, it is a matter to be considered where the demand is to pay a higher wage than is prevailing in industry generally, and where, as here, it is clearly demonstrated that there is no operating surplus with which to pay the increased demands. The report of the Board of Transport Commissioners, dated March 30, 1948 has awarded a 21 per cent increase in freight rates, the basis of that award being the demonstrated necessity to increase the operating income of the railways by a total of \$70,000,000 (Canadian National Railways \$35,000,000, Canadian Pacific Railway \$30,000,000 and other railways \$5,000,000). In order to meet the obligations of the railways based on 1947 revenue and 1947 costs, the Transport Board in its award did not include anything in respect of wages or material costs beyond 1947 levels. We are advised that the additional cost of materials and supplies for the Canadian Pacific Railway in 1948 will exceed those of 1947 by more than \$14,000,000, and if to that there be added \$13,860,000, representing the cost to that railway of a general 7-cent per hour increase, plus certain additional costs occasioned by amendments to the working rules, it will be seen that the additional \$30,000,000 of estimated additional income occasioned by the Board of Transport's award will be completely wiped out. Practically the same result would follow for the Canadian National Railways. Its estimated additional cost for supplies and materials, and for changes in working rules over 1947, is in excess of \$16,000,000; and the cost of a 7-cent per hour increase in wages for all employees would be an additional \$17,000,000—a total of over \$33,000,000.

It seems clear, therefore, that we are all bound to recognize that one of the considerations here is not whether the employers can pay the increase sought, but whether the needs of the employees are so compelling that further and substantial increases in freight rates must be imposed on the consumers and producers of this country.

More than any other country in the world, except Great Britain, Canada's standard of living depends on her ability to export, because 40 per cent of the national income arises from exports. Increases in the costs of these exports must ultimately "price" Canada out of the world markets. Recognizing this danger in the case of Great Britain, its government having exhausted its efforts to control rising costs and prices by law and regulation, has recently called upon her people to check these tendencies by voluntary effort. In a White Paper presented by the Prime Minister to Parliament, by command of His Majesty, in February, 1948, it was stated:—

It is essential, therefore, that there should be no further general increase in the level of personal incomes without at least a corresponding increase in the volume of production. Unless we are prepared to check any such tendency we shall find ourselves unable to fulfil our export task owing to the rise in costs, which will also be reflected in rising prices on the home market. . . .

. . . It does not follow that it would be right to stabilize all incomes as they stand today. There may well be cases in which increases in wages or salaries would be justified from a national point of view, for example where it is essential in the national interest to man up a particular undermanned industry and it is clear that only an increase in wages will attract the necessary labour. It does, however, follow that each claim for an increase in wages or salaries must be considered on its national merits and not on the basis of maintaining a former relativity between different occupations and industries. . . .

. . . To sum up, if general increases in profits, salaries or wages take place without more goods being made available, no one can obtain any real benefit except the black market operator; the rest of the community has to endure the dislocation and hardship which inevitably accompanies inflation. The alternatives now before us are therefore either a general agreement by the people to act together upon sound and public spirited lines or a serious and prolonged set-back in our economic reconstruction accompanied by persistent low standard of living.

While conditions in Great Britain are, of course, more serious than they are in Canada, a continuance of our present profit and wage rises must have an identical consequence for us to those now being faced by Great Britain.

In Canada agriculture, by supplying the domestic and British markets at prices substantially below prevailing world markets, has and still is making an annual contribution to this purpose, costing its people sums of money greatly in excess of those

involved in these wage demands. Pensioners, white collar workers and low paid and seasonally employed wage-earners are all making a contribution to the same cause, and suffering under the existing inflation which they are powerless to stop. It is to be hoped, therefore, that while we have been unable to meet the demand for increases in full, for the reasons we have outlined, that the employees will add to their already splendid record of achievement which made possible the fine transportation effort of the war and the post-war period, another contribution to our social stability by forbearing from now pressing their claims further upon the rest of our economic structure. By so doing they will have made a valuable contribution to their own and the nation's progress by giving stability in output and employment and, in part at least, retarding the spiral of inflation.

Retroactivity

The Brotherhoods ask that any increase awarded should be effective as of December 20, 1947, one month from the date on which the request for the increase was first made. Taking into account all the circumstances, and the fact that the award of the Transport Board increasing freight rates was put into effect on April 8, 1948, we are of the opinion that the recommendation we have made should be made effective on the same date, namely April 8, 1948. It was impossible for the railways to accede to any request for increases until their pending application for increase of freight rates to the Board of Transport Commissioners had been disposed of.

Recommendation

We therefore recommend that the application of the Brotherhoods be granted to the extent of 7 cents per hour from April 8, 1948, to be applied to all the employees of each of the owners represented by the applicants. In applying the increase of 7 cents to the existing basic hourly, daily, weekly, monthly and mileage rates of pay, the same principles should be used as were adopted in the application of the increase of 10 cents per hour granted in 1946 to various classes of railway employees.

We cannot conclude this report without indicating our very sincere appreciation of the manner in which the parties interested presented their cases. Undoubtedly the briefs given to us represented a great deal

of research work, and the studies made by the parties and the clear manner in which their views were expressed, have all been of great assistance to us. The dignity and thoroughness of the presentations have impressed us with the very high level at which the Brotherhoods and the railways have been able to maintain their negotiations. It is a clear indication of the cordial relationships which have for a great

many years existed between the railways and the representatives of the employees.

Respectfully submitted.

Dated at Montreal the 21st day of April, 1948.

(Sgd.) M. M. PORTER,
Member.

(Sgd.) J. C. A. CAMERON,
Chairman.

Minority Report

The Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:—

I regret profoundly that I find myself in disagreement with my colleagues on the Board. I have not permitted myself to forget for a moment, throughout our deliberations, the importance of these proceedings and of the issues involved. My conclusions were formed only after a thorough and careful assessment of the points of view of the railways and of their employees, having a constant regard for the interest of the public. Although large amounts of money are involved by reason of the large number of employees affected by this dispute—approximately 112,000 employees—the issues are basic and fundamental, and, therefore, important.

The employees represented by eighteen Brotherhoods asked for increases in basic rates of pay in the amount of 35 cents per hour, effective December 20, 1947.

The employees base their request on the following principal considerations:—

- (1) Disparity of existing rates of pay with those of the railway workers in the United States.
- (2) The phenomenal and continuing increase in the cost of living.
- (3) The failure of railway wages to keep pace with those in other Canadian industries.

Parity with U.S. Rates of Pay

The employees have advanced the contention that they are entitled to an increase in rates in an amount sufficient to enable them to attain parity with the employees employed on railways in the United States. The Brotherhoods' contention stems from the decision of the United States Railroad Administration in 1918, known as the McAdoo Award, which had the effect of standardizing and in-

creasing rates of pay within the various classifications of U.S. railway workers. The Canadian Government, by Order in Council P.C. 1768 dated July 16, 1918, authorized the Canadian railways to implement the scale of wages for their employees as allowed by the McAdoo Award, coincident with an increase in Canadian freight rates similar to those allowed by the U.S. Interstate Commerce Commission. The Brotherhoods contend that a *modus operandi* had thereby been established whereby Canadian rates of pay were to fluctuate according to the American experience. Actually, of course, Canadian railway employees have been left far behind their opposite numbers in the United States in the matter of wage rates. Whereas in 1918 there was wage parity, today Canadian employees are, generally speaking, 35 cents per hour below U.S. railway employees. In addition, an agreement has just been concluded between the American carriers and their employees which will increase basic rates of pay by an additional 15½ cents per hour, and which will have the effect of widening the wage differential between Canadian and U.S. railway employees to about 50 cents per hour. While the Canadian railway worker may be understandably perplexed by this state of affairs, particularly since employees in Canada of U.S. railways, and U.S. employees of Canadian railways operating in the United States receive the higher rates of pay, nevertheless there are some strong and conclusive arguments which militate against the adoption of the Brotherhoods' contention. The variations in the Canadian and American economies in the last seven or eight years render equality in rates of pay uneconomic and impractical. The difference between the cost of living in the two countries, though not as marked as many have been led to believe, are salient considerations. Further, the different performances of the freight-rate fixing bodies in the two countries have

unquestionably altered the relative positions of the carriers in the two countries.

This issue has been argued on behalf of the employees before a number of previous Boards of Conciliation, as well as the National War Labour Board, but has not gained acceptance. It may well be that as the economies of the two countries and the development of the Canadian railways evolve in the future a return to the principle of parity may become warranted and, indeed, justified. At the present time, however, the disparity in the economies of the two countries of their respective railways, and indeed of the wage structures, have been so altered that parity in wage rates, as requested, though having some moral force, would appear to be difficult and impractical.

Increase in Cost of Living

A second ground is advanced by the employees in support of their case, namely that their wage rates must be increased to enable them to withstand the abnormal rise in the cost of living. This aspect of the employees case is, to my way of thinking, most important and commends itself to earnest and serious consideration. Everyone is aware of the acute rise in cost of living, particularly during the last twelve months. The Dominion Bureau of Statistics has just released the sobering information that Canada's cost of living standards are higher than at any time in history. As at March 1, 1948, the official cost-of-living index stands at 150·8.

A brief review of the recent history of railway wage rates might be in order. The cost-of-living bonus was made applicable to railway employees effective June 1, 1941. In accordance with government policy the cost-of-living bonus was incorporated into basic rates of pay, effective February 15, 1944. This had the effect of increasing basic wage rates by 10 cents per hour. Subsequently, pursuant to an application which was made by the employees in 1943, the National War Labour Board directed the railways to grant a general increase of 6 cents per hour, with effect from September 15, 1943. During the latter part of 1945, the Brotherhoods applied to the National War Labour Board for further wage increases. The Board requested the parties to attempt to negotiate further with the suggestion that it might prove possible to compose their differences.

Collective bargaining was resumed and, in the language of the railways' brief:—

Such negotiations were undertaken and resulted in an agreement between the Canadian National Railways and the Ontario Northland Railway and their employees for a wage increase of 10 cents per hour, or \$20.80 per month.

This agreement was effective June 1, 1946. The CPR did not join in the said agreement, but in the fall of 1946 the National War Labour Board directed the CPR to increase its wage rates by 10 cents per hour, effective June 1, 1946.

Thus, aside from the incorporation of the cost-of-living bonus, there have been only two wage increases on the railways since 1939, 6 cents and 10 cents per hour. Including the cost-of-living bonus, the total of all wage increases on the railways from 1939 until the present time is 26 cents per hour. Actually, that represents the total increase since before the crash of 1929, since during the depression years wage *deductions* were the order of the day, and by 1938 they had managed to have restored the wage rates of 1926-29. The Brotherhoods now ask that their wage rates be increased commensurate with the rise in the cost of living from the date of their last increase, June 1, 1946.

On their part, the railways argue that the rise in the cost of living should not determine wage increases. They contend that conservation must be exercised in the granting of wage increases, particularly during a time of general price inflation. The railways invoke an article written by Dr. Sumner H. Slichter, economist of Harvard University, wherein he discusses the question of raising wages to compensate for a rise in living costs and points out that, under certain circumstances, such a policy could be self-defeating. I have considered carefully Dr. Slichter's treatise, and have come to the conclusion that the railways have placed undue emphasis upon this portion of the article or, at any rate, have not given sufficient consideration to the vital portion thereof where he deals with the over-all economic picture. He says:—

Refusal to grant wage increases at the time they are inflationary would, to a *small* extent, discourage the inflationary expansion. The control of inflation, however, must be accompanied in *the main* by credit policy, tax policy, the management of the public debt and curtailing government spending (emphasis added).

It is apparent that the wage element in our economy is not to be considered as the single or principal contributing factor

in our alarming price rates. The policy of price control, or rather of its abandonment, the government subsidy program or the lack of it, the tax policy, etc., have all contributed to fashion the dangerous inflation which now exists. Not the least of the contributing factors has been the propensity of industry generally to throw restraint to the winds, particularly since the removal of price controls, and to pile up profits in proportions where they have become simply immoral. The wage-earner has suffered the greatest economic hardship as a result.

In any event, the railways further contend that if the employees are to be compensated by reason of an increase in cost of living, the extent to which the cost of living has increased should be measured from August, 1939 as the base. In contradistinction, the employees urge upon the Board that the cost of living is measurable from June 1, 1946, the effective date of the last wage increase. Both sides advance persuasive arguments for their respective points of view. Much turns, of course, upon which date is taken as the base. If August, 1939, is the starting point, the employees could only show a case for an increase of about 3 cents or 4 cents per hour; if June 1, 1946 be the point of commencement the employees can make out a case for an increase of about 15 cents per hour. By coincidence, the last edition of Harper's Magazine (March edition) has a thought-provoking article by Leon H. Keyserling, Vice-President of the Council of Economic Advisers of the President of the United States. In this article Mr. Keyserling deals with this very issue in the field of management-labour relations. In discussing some of the prevalent fallacies, Mr. Keyserling says:—

Finally, there is the fallacy that the "right" relationship among prices, wages and profits can be discovered by using some past period as a model. Some unions and some "liberal" economists search the records to find a period when wages were higher in relation to profits than they are now, and then they use that period to "prove" their case for wage increases. Some businessmen and some "conservative" economists counter by citing a different period in the past which "proves" that there should be no wage increases, and that profits are really very moderate. Then both business and labour "prove" that the farmer is the real culprit, because farm prices have gone up more than wages or profits since some date carefully selected to demonstrate just that.

Most of this "research" reminds one of a lawyer looking for a precedent to win his case. Before looking for a precedent we should ponder whether *any* previous

period achieved a price-wage-profit relationship that was really satisfactory. If it did, why was the economy so unstable? Why did it so seldom operate in full production and full employment? Further, isn't it possible that the economy has changed so much during the war that *no* earlier precedents can mean much? The proper relationship between a man's blood pressure and his weight today cannot be determined simply by asking what it was ten years ago. It depends also upon his age and general physical condition now. . . .

The above quotation is pertinent to the present problem. Can one say with any degree of confidence that the economic relationship of 1939, or of 1926-29, represented the ideal base from which to proceed? Do either of those periods represent a stage in our economic development which both management and labour, or either of them, will agree was the epitome of a proper economic balance? I cannot think so. Neither can I see that the date of June 1, 1946, represents a period of ideal economic balance. Yet there must be some yardstick which we must apply, and certain events stand out in the relationship between the parties to this *specific* dispute which justify the selection of June 1, 1946 as a starting point. First, on that date the last adjustment was made to the wage structure; hence any change in the structure established at that time must have reference to circumstances which have occurred since then warranting a change. Second, the increase of 10 cents per hour agreed to between the employees, on the one hand, and the CNR and Ontario Northland Railway on the other, was the result of negotiations between the interested parties. The railways' brief admits this (page 59):—

Such negotiations were undertaken and resulted in an agreement between the Canadian National Railways and the Ontario Northland Railway and their employees for a wage increase of 10 cents per hour, or \$20.80 per month.

In other words, through the process of negotiations the CNR and Ontario Northland Railways agreed that 10 cents per hour represented a proper increase as of June 1, 1946. How then can these parties now say, as they do, that the increase granted on June 1, 1946 was not warranted? In so far as the CPR is concerned, it is a matter of record that the National War Labour Board found 10 cents per hour to be a "fair and reasonable" increase, and directed the Canadian Pacific to implement the same from June 1, 1946. At the hearings I questioned the representatives

of the railways for their reasons in repudiating the worthiness of the 10 cents per hour increase. While I could not elicit a direct reply, the railways' representatives made thinly-veiled hints that the companies were intimidated into granting the increase as a result of the employees' preparedness or determination—it was not indicated which—to strike, or, as it was stated, to resort to their "economic strength". It is passing strange that no one connected with the issue made any public reference to a strike or the threat of a strike in 1946. No evidence was submitted that a strike ballot, or any of the other steps incident or preparatory to a strike, were taken. Indeed, this was not the case. And are we to assume that the National War Labour Board too was intimidated into rendering its decision? As it happened, I was associated with the Board at that time, and it is not betraying any confidence to say that the increase was implemented because of a compelling belief that conditions at that time demanded that, in fairness to the men, they be granted an increase of 10 cents per hour. It is regrettable that the railways should take this position, and I cannot accept it.

For the above reasons, I believe that any adjustment in wage rates based on the rise in the cost of living should be referable to the cost of living rise from June 1, 1946. To revert to August, 1939, as the base is fallacious, economically, because it is founded on two presumptions: (1) that at that date there existed a proper economic relationship vis-à-vis wages and profits justifying its permanent perpetuation, and (2) that compensation for the employees corresponding precisely to the rise in the official cost-of-living index from 1939 to 1948 would be sufficient. There is no foundation of any kind for the first presumption, in fact, our economic experience discredits it thoroughly; and the decisions of the government-appointed tribunals are proof abundant that the second presumption has been honoured continually in the breach to the point where it no longer merits serious acceptance.

Comparison with Other Industries

The Brotherhoods have referred the Board to the many wage increases which have been granted to labour in Canadian industries, aside from the railways. It is not at all difficult for them to show that

they have been rapidly outstripped in wage betterment by almost every major, and most minor, industries in the country. It has been stated that the employees are seeking to restore a wage differential which previously existed in their favour over industry generally. I did not form the impression that that was their primary motive. Rather, I thought that the Brotherhoods were pointing to the substantial wage increases in other industries by way of illustrating that other industries have fared better than they have in the way of wage improvements, that their demands are not extravagant and that their present request is not out of line with the general wages trend in the last few years. It is obvious that Canadian railway employees have not improved their position in any degree comparable with employees in industry. The Brotherhoods have introduced as an exhibit a Table prepared by the Research and Statistics Branch of the Department of Labour. "Index Numbers of Wage Rates in Canada, by Industry, 1939-46". (L.G., Nov., 1947, p. 1590-1591). The Table contains index numbers of wage rates by industries and by main groups of industries for the period 1939-46. As the index is based on rates in the year 1936 equals 100, the percentage increase in any of the years compared with 1939 may be determined by subtracting 100 from the index number for any industry or group shown in the Table. The 1946 index for "steam railways" is shown as 142·3, which indicates that the average increase of steam railways' wage rates at the end of 1946 was 42·3 points. Compare this with the General Average for all industries, which at the end of 1946 stood at 155·2. Railways rates were 12·9 points below the General Average. In the light of the wage increase in other industries in 1947 and thus far in 1948, it is apparent that steam railways would now be about 22 or 23 index points below the General Average. As at the end of 1946 steam railways wage rates were 20 points below water transportation. Water transportation wage rates have advanced substantially since then; in fact, in one branch of the water transportation industry there have been two increases since the end of 1946, not to mention the increase in 1946. The Brotherhoods point out that steam railways' wage rates are below 55 of the 66 main and subsidiary groups, and that 26 groups are 20 points or more above steam railways. I might mention in passing, that the railways' suggestion of a

strike threat in 1946 seems remote in the light of the employees' forbearance under these circumstances.

The Brotherhoods have submitted an imposing Table of wage increases granted in other industries in 1947. I need not repeat them here; they are in the employees' brief. The list is lengthy and many of the increases are substantial. Some are noteworthy. The pulp and paper industry, 10 cents in 1946, 14 cents in 1947 and the 1948 increase is in the process of negotiation. Street Railway men in Montreal, Toronto and Vancouver, 8 cents; 10 cents plus 2 cents per hour bonus for every point rise in the cost-of-living index, and 15 cents, respectively, during 1947. Alberta coal mines, \$2 per day just granted. Water transportation, officers increased \$20 to \$35 per month retroactive to October 15, 1947. Steel, a recent increase of 11½ cents per hour and two additional statutory holidays.

It is pointed out that the average rate on the railways is about 92½ cents per hour; but it is a matter of record that the average rate in industry in Ontario is between 87 cents to 89 cents per hour. For example, the common labour rate for the steel industry was 82½ cents before the recent increase; with an 11½ cents per hour increase it would be 94 cents. In the Alberta mines, the common labour rate is \$1.25 per hour. In some branches of the nickel industry it is 88 cents per hour. In meat packing it is 87½ cents per hour. Then, of course, there is the automobile industry and the pulp and paper industry. It will be noted that I am comparing the average hourly *earning* (which includes overtime, etc.) of 92½ cents on the railways with the basic hourly *rate* in some of the principal industries.

A Table has been submitted by the railways with the object of proving that railway wage rates are not below prevailing wage rates in other industries. This is a ludicrous situation, indeed. First, the steam railways are outstripped by the other industries, and then the wage rates prevailing therein are held up to railway workers by way of comparison.

The railways point to the average *earnings* of railway employees, the inference being that their wages are not depressed. In fact, the attention of the Board has been directed to two sets of statistics recently issued by the Department of Trade and Commerce, Dominion Bureau of Statistics—"The Employment Situation at the Beginning of February, 1948, Together with Payrolls" (hereinafter called Table A), and "Statistics of Average

Hours Worked and Average Hourly Earnings as Reported at the Beginning of February, 1948" (hereinafter called Table B). Without giving any details, Table A shows "average weekly earnings" of 89,966 employees engaged in "steam railway operation" as being \$49.50 as at February 1, 1948. It also shows the "average weekly earnings" of 38,217 other employees (it does not state which employees) as being \$35.58 for the same period. Aside from the fact that the first figure apparently includes executives' salaries, I find as a fact, that the discrepancies between Tables A and B are so numerous and so glaring as to render them unreliable for wage-fixing. Table B gives the "average hours per week" and the "average hourly earnings" for each industry as of February 1, 1948. The two figures are multiplied and Table B shows the resultant "average weekly wages". Table A shows the "average weekly earnings" for the same industries for the same period, but the figures are absolutely dissimilar. Whereas the figures should coincide, I have checked them and find that in 42 industries where the two Tables bear direct comparison, the figures are 100 per cent wrong, and to a degree which renders them useless.

At any rate, I consider that it is wrong and unfair to compare wages in different industries according to the *earnings* (or take-home pay) which one's labour therein produces. Comparison has been made between *earnings* of railway employees with *earnings* in other industries. *Earnings*, as distinguished from *wage rates*, represent the total compensation received by an employee for his labour output. *Earnings* do not reflect the length of the work-week nor the amount of over-time which an employee has had to work in order to accumulate his earnings, nor participation in incentive bonus plans, etc., etc. Consequently, a table based on *earnings* would show a comparison between an employee who only worked a 40-hour week, but at a much higher *rate*, as against a railway worker who worked a minimum of 48 hours per week and over-time in addition. If their *earnings* should just about coincide, it cannot be said that the wage structure of the second employee is as favourable as that of the first. *Wage rates* rather than *earnings* must be the criterion. It is true that wage rates for certain of the employees are above the industrial average, notably in the running trades. But the men in the latter group perform

arduous tasks, and have within their control the lives of thousands of passengers. Their responsibilities are heavy and they are certainly entitled to be paid commensurate with their obligations. Moreover, these employees comprise a small minority of the railway employees. There are thousands and thousands of employees employed in maintenance-of-way operations, shop crafts, clerks, etc., who are paid sub-standard wage rates, judged by any standard.

It has also been brought to the Board's attention that, according to statistics issued by the Dominion Bureau of Statistics, the increase in average weekly earnings of Canada's nine leading industries from June, 1941 to date has been 51.5 per cent, which corresponds almost exactly, according to the railways' figures, to the percentage increase in railway employees' earnings. Again, the comparison is between *earnings* and not between *wage rates*. Further measuring or comparing wage increases percentage-wise can lead to erroneous conclusions. The simple fact remains that *wage rates* on the railway have only increased by 26 cents per hour since 1939, whereas the industrial wage increases have far exceeded them. Percentage figures are not exchangeable for goods. The workingman's immediate concern is the amount of his take-home pay. Incidentally, the Minister of Transport stated that the wages in the CNR had increased by only 42.2 per cent. (House of Commons *Hansard*, April 13, 1948, p. 2900.)

Inability to Pay—

Impact on National Economy

The railways plead that an increase in wage rates will have an adverse effect on the economic situation of the railways. Since submitting their arguments to this Board the position of the railways has of course been altered by reason of the Judgment of the Board of Transport Commissioners, which increases the freight rates by 21 per cent. Coupled with the plea of inability to pay, the railways contend that a wage increase at the present time will have a serious effect upon the entire national economy, the clear inference being that a further upward adjustment in freight rates will be necessary to provide the required funds for the wage increase, thereby adding to the inflationary spiral. The position taken by the railways raises an important issue. My colleagues on the Board have accepted

the railways' contention of inability to pay. With much respect, I regret that I differ strongly with them on this particular issue. The seriousness and enormity of the issue is recognized when one realizes that an increase of 1 cent per hour would involve an annual outlay for all railway employees of \$4,400,000. I have considered this matter most carefully, and I question very seriously the efficacy of the railways' contention. Is it fair or reasonable for the railways to impose such a heavy responsibility upon its employee? In 1941 a similar situation arose in the United States before an emergency board (referred to as the Morse Board). It dealt with this problem in the following manner:—

... Whether or to what extent the railroads can fairly be called upon to absorb a portion of the wage increase which we recommend is a question on which we express no opinion. The duty of answering this question, if raised by the carriers through a request for permission to increase their rates, has been assigned by the Congress to the Interstate Commerce Commission—a Commission of recognized, outstanding ability, and one which has command of data that this Board could not possibly hope to secure.

The task of determining what are fair and reasonable wages in an industry such as the railroads, with its governmental regulatory features, is one which involves primarily a balancing of the interests of the employees, the carriers, and the public. This Board does not have the power to determine what share of the increased wage bill the public should pay by way of increased traffic rates. However, the Board is satisfied that the wage increases recommended are fair and reasonable, and that, if the financial conditions of the railroads do not make it possible for them to make sufficient profits on the basis of present traffic rates and still pay such wage increases, then traffic rates should be increased. The public would not be justified in expecting railroad labour to continue to work on the basis of its present wage rates in light of the wage increase trends in industry generally, the rising cost of living, and the importance of the services performed by railroad labour in this time of national emergency.

With respect to the railways' financial positions I cannot see how this Board can presume to make a conclusive finding. The Board has had neither the time nor the technical facilities to explore the situation fully, nor is this properly within our jurisdiction. The Board of Transport Commissioners has just completed eighteen months of study of this very subject and has made its finding. At that it does not appear to have obtained national approval, and it appears that a protracted survey is

soon to be undertaken to consider the entire freight rate structure. At any rate, the Board of Transport Commissioners has held that the carriers are entitled to additional revenues. I consider it to be most deplorable that the Board of Transport Commissioners did not take into account this wage demand. The Board was cognizant thereof, and two short references are made in its Judgment to this wage demand. Knowing that a Conciliation Board had been established to deal with this dispute, practical considerations should have led the Board of Transport Commissioners to defer its Judgment for one or two weeks, thereby enabling themselves to deal with the situation in its entirety. Possibly the railways, for reasons better known to themselves, did not urge the situation too strongly upon that Board. In any event, the combined effect of all these factors is to place the employees in an unnecessarily embarrassing position which conceivably militates against their interests. In making allowances for additional funds for the railways, the Board authorized an increase in freight rates to permit efficient operation, maintenance, betterments, return on investment calculated between 5 per cent and 5½ per cent and payment of dividends, but was silent on the question of wages which was the subject of conciliation at the time of the very issuance of its Judgment.

Railway employees, as an entity, are as conscientious a group of citizens as are to be found in the country. This was proved abundantly during the war. But it hardly follows that their employment on the railways should impose upon them the personal, exclusive responsibility for the economic soundness of the railway systems. Why should the responsibility of the railway employees be higher than that borne by any other citizen or group of citizens? The responsibility for the maintenance of a healthy financial railway structure is the responsibility of the entire country in general, and of the government in particular. To place the *sole* responsibility upon the employees is to ask them to bear a disproportionate share of the public responsibility. I do not wish to be understood as minimizing the importance of a financially sound railway structure. It is my sincere conviction, however, that in matters affecting *wage* rates it is not a full and complete defence to a wage demand to plead financial inability, particularly in the circumstances of this case.

If the employers' contention is to prevail it would mean that the employees would be subsidizing the railways to the extent that they are deprived of a fair and reasonable wage increase. Conversely, if the railways' contention is adopted, railway employees would be entitled to wage increases only when the railways show a profit. What, then, would be the position of CNR employees? I cannot conceive how the officials of a government-owned railway can take such a position.

My colleagues have recommended an increase in wage rates of seven (7) cents per hour. It is noteworthy that on the basis of the Judgment of the Board of Transport Commissioners, even this amount is beyond the financial ability of the railways.

Wage "Patterns"

The railways counsel this Board to exercise caution, on the ground that a wage increase, if granted in this case, will set a "pattern" for wage demands in 1948. I cannot subscribe to this theory for the simple reason that railway wage increases have never set a pattern in the past, and moreover the bulk of the wage demands for 1948 have either been settled by this time or are presently in the process of negotiation. There is no foundation or fact in the railways' argument that a wage increase would serve as a pattern, particularly when wage increases on the railways are so far behind other industries. It is doubtful that labour in industry generally would be interested in patterning its wage program to that of railway labour.

Constructive Wages Policy

I feel constrained to make mention of one final matter. During the course of the hearings the railways advanced arguments on almost every conceivable ground in opposition to a wage increase. They pleaded their present financial plight and the inflationary danger as a defence. Yet they did not indicate to their employees why they hesitated to share some of their profits with them during the war years when they were the greatest in their history. Past experience has indicated that wage *deductions* are applied during years of economic adversity. What circumstances then, or combination of circumstances, *would* justify the railways in granting a wage increase? I posed the

question during the hearings, but no answer was forthcoming. I do not raise this question to embarrass the railways. On the contrary, I believe that it is a question which the railways must ask themselves. A sound forward-looking labour relations policy must be based upon well defined principles, clearly understood and clearly explained. The railways are the largest single employer group in Canada, and as such there is a duty incumbent upon them to provide constructive leadership in this field, and not to drift in negativeness. I believe there is an excellent opportunity in this important industry where mutual respect and stability clearly exist, and where the parties have been able to find so many common meeting grounds; to formulate a wage policy which is based upon sound economic trends. It is a challenge which the parties should meet.

Recommendation

I have stated my reasons for concluding that the employees are entitled to a general increase commensurate with the abnormal rise in the cost of living since their last increase of June 1, 1946. On June 1, 1946 the official Dominion Bureau of Statistics cost-of-living index stood at 122.6. As of March 1, 1948, the index is 150.8. There has been a rise of 28.2 points. During the early years of the last war, the government adopted the policy of cost-of-living bonuses of 25 cents per week for each rise of one point in the index. This has been shown by independent survey to be inadequate to meet the real rise in the cost of living. Moreover, the employees contend, with justification, that railway workers are affected most sharply by the rise in the cost of food, clothing and furnishings where the price increases have been most glaring. However, rather than adopt what might be considered as an arbitrary basis of calculation, or embark upon a possibly unsound or unproven economic adventure, I shall limit my recommendation regarding the cost-of-living issue to the formula set by the Government in the past. Applying that formula, it is apparent that, on the basis of a 48-hour work-week, there would be required an increase in wage rates of a fraction under 15 cents per hour.

Having further regard for the practical considerations of this dispute, it is to be

assumed that further negotiations of some kind will take place between the parties, and that this dispute may not be finally settled for some time to come. The cost-of-living index has not shown any disposition to arrest its persistent rise, and by the time the differences between the parties are composed the cost of living will have risen still further. The employees should be protected against this. Further, I am convinced that the productivity of railway employees has increased—the increase in the unprecedented volume of freight handled in 1947 attests to this—and the employees are entitled to some consideration on this account. Again, one cannot overlook the increases granted in other industries, which are so much higher than those granted on the railways. Here is a large and important group of employees who have fully lived up to all of the requirements of the law during a period when a different attitude could have won for them major wage increases. It would be decidedly wrong to penalize them for their individual and collective sense of responsibility.

Having regard to all the circumstances, therefore, I am convinced that a general increase in existing rates of pay of twenty (20) cents per hour would be fair and reasonable and would be fully warranted.

Retroactivity

The employees, through their respective General Chairmen, addressed requests to the various railways on November 20, 1947, wherein they requested the introduction of the new rates as of December 20, 1947. I consider it only proper that the wage increase as herein recommended be effective from December 20, 1947. The National War Labour Board adopted the policy of granting retroactivity to the date of the making of the application. Similar practice has been followed by numerous Boards of Conciliation. A recent example is the award of the Hon. Mr. Justice McNiven who, sitting as an Industrial Disputes Inquiry Commissioner in the recent shipping dispute, granted about five months' retroactivity. I believe that there is a special reason for observing retroactivity on the railways. It is well known that, in the settlement of disputes on the railways, lengthy and mature consideration is given by both sides to the issues in

dispute, often resulting in protracted negotiations. Aside from the fact that the employees should not be penalized for complying fully with the conciliation requirements of the law, which are often time-consuming, I am afraid that if the railway employees come to feel that they will be denied retroactivity, they may not be disposed to considering their problems as carefully as in the past for fear that

the effective date of a change in their working conditions is being jeopardized. In the result, both the railways and the employees, as well as the public interest, would be affected disadvantageously.

Dated at Montreal the 16th day of April, 1948.

Respectfully submitted,

(Sgd.) M. W. WRIGHT,
Member of the Board.

Appointment of Industrial Disputes Inquiry Commissions Under Wartime Labour Relations Regulations

Canada Steamship Lines, Ltd.

Pursuant to the provisions of Section 46A (1) of Order in Council P.C. 1003, the Minister of Labour during April appointed Mr. Leonard W. Brockington, K.C., C.M.G., of Ottawa, and Mr. J. Douglas McNish, K.C., of Toronto, as an Industrial Disputes Inquiry Commission to investigate a dispute between the Canadian Seamen's Union and Canada Steamship Lines, Ltd., of Montreal, P.Q. The dispute arose out of the refusal of the Company to meet with representatives of the Union and negotiate with a view to the renewal of a collective agreement terminated by the Company as of December 31, 1947, formal notice requiring the Company to enter into negotiations for renewal of the agreement having been served by the Union under the provisions of Section 16 (1) of the Regulations. A hearing was held by the Commission on April 30, but, at the time of writing a report had not been made to the Minister of Labour.

Colonial Steamships, Ltd., and Sarnia Steamships, Ltd.

On April 10, 1948, the Minister of Labour appointed an Industrial Disputes Inquiry Commission under Section 46A (1) of P.C. 1003, comprised of Mr. Leonard W. Brockington, K.C., C.M.G., of Ottawa, and Mr. J. Douglas McNish, K.C., of Toronto, to investigate disputes between the Canadian Seamen's Union and Colonial Steamships, Ltd., and Sarnia Steamships, Ltd., both of Port Colborne, Ontario. The text of the

Commission's report, which was submitted on April 15, is given below:—

Commission's Report

To:

The Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

Your Commissioners appointed to enquire into the above-styled disputes have the honour to report to you as follows:

Inasmuch as the management of the two companies is identical, and the parties to both disputes are for all practical purposes the same, we have considered it advisable to present one report covering both matters.

The present Commission was established after a Conciliation Board (of which we were both members), had met in an effort to bring the parties together with a view to the continuance of an agreement between them. The Conciliation Board had sent a number of notices advising the parties of meetings in Toronto on the 22nd of March and on the 30th of March. Although representatives of the employees attended the meetings so arranged, the Board's invitation to the employers received neither the courtesy of an acknowledgment nor the co-operation of an attendance.

Prior to the meeting of the Conciliation Board a representative of the Department of Labour had also tried to bring the parties together. The correspondence with your Department indicates that the company took its long continued and often expressed objection to the alleged political opinions of some of the officers and representatives of the Canadian Seamen's Union

and founded their attitude of non-compliance upon that objection. In an effort to remove that objection the Conciliation Board urgently requested the Union to appoint new delegates whose views and personality could not be criticized on any grounds by the companies concerned. The Union vigorously protested the companies' attitude and denied the truth of their allegations. They however, agreed to appoint a special negotiating committee consisting of the following:

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

William Jenovese, Vice-President of the Trades and Labour Congress of Canada, and President of the Toronto District Trades and Labour Council;

John W. Buckley, Secretary of the Trades and Labour Congress of Canada; assisted by three rank and file seamen to serve as technical advisers to the three gentlemen mentioned above.

The companies were duly advised of the proposed substitution but continued to ignore the appointment of the Conciliation Board and to abstain from its meetings. Mr. John W. Buckley, Secretary of the Trades and Labour Congress of Canada, Mr. William Jenovese, Vice-President of the Trades and Labour Congress of Canada, and Mr. Russell Harvey who was nominated by Mr. Percy R. Bengough, President of the Trades and Labour Congress of Canada in his stead, duly attended the meeting on the 30th day of March, 1948. At the conclusion of that meeting the Conciliation Board began to prepare a report for transmission to yourself. Unfortunately, as a result of legal procedure instituted in the City of Montreal, it was discovered that the representative of labour on the Conciliation Board was technically disqualified. Shortly after this disclosure the present Commission was appointed to take the place of the Conciliation Board.

Your Commissioners called a meeting of the interested parties in Toronto on Monday, April 12. It was attended by representatives of the Seamen's Union and by Frank Wilkinson, K.C., and one of his legal associates on behalf of the companies. The companies' representatives were without instructions. At the request of the Board they communicated with their clients. The Chairman of the Board was advised by Mr. Wilkinson that the

attitude of the companies towards your Commissioners was the same as their attitude towards the Conciliation Board. He was further advised that the companies had made an agreement with the Canadian Lake Seamen's Union and that in the opinion of the companies, no useful purposes could be served by any further discussions. Your Commissioners have therefore felt it their duty to make an interim report to you.

The Canadian Seamen's Union has been the bargaining agency for the employees of the above-styled companies for a considerable number of years. It was duly certified by the National Labour Relations Board on the 10th day of November, 1944. After prolonged negotiations in the year 1946 between the Union and all the Lake shipping companies, the companies concerned in this dispute (who adopted an attitude differing from that of their competitors), finally entered into an agreement by filing a copy with the Minister of Labour together with an expression of willingness to be bound by its contents. In the year 1947 a number of disputes arose between these companies and the union. A Board of Arbitration was set up in accordance with the provisions of the agreement of 1946. The award of the Board was not accepted by the companies after the companies had failed to appoint an arbitrator in accordance with their agreement. Subsequently the Chairman of the present Board of Commissioners was appointed a conciliator. As a consequence of his meetings with the parties and particularly as a result of the intervention of yourself, Mr. MacNamara, Mr. Maclean and Mr. Percy Bengough, a form of settlement was made and continued until the closing of navigation in 1947.

After the Government's intervention and as a part of the settlement publicly announced, the companies made a promise that if a vote were taken amongst its then employees and found to be favourable to the Canadian Seamen's Union, the companies would negotiate an agreement for the year 1948. This promise of course, was in addition to whatever statutory obligation they had towards their bargaining unit and also in elaboration of their legal obligation under the agreement of 1946. The words of the ballot were as follows:—

Do you desire the Canadian Seamen's Union to act as your representative for the purpose of negotiating a collective

agreement with your employer for the 1948 navigation season?

The vote was duly taken with the following results:

	Sarnia Steamships	Colonial Steamships
Eligible voters	170	178
Votes cast	159	169
Voting "yes"	143	154
Voting "no"	9	13
Spoiled ballots	7	2

On the 27th day of October, 1947, the companies sent a notice to the Union purporting to end their contractual obligation under the agreement of 1946 as of the date of the said notice. This notice, in our opinion, was of no legal effect.

It is apparent that the companies have ignored the meetings of the Conciliation Board appointed this year and have declined either to meet their men or to attempt conciliation and negotiate by using the services of the former Board or of the present commissioners. The making of an agreement might have proved to be impossible. The companies made the impossibility a certainty as they declined to make any attempt. Such conduct is in open breach of their agreement with the Union dated September, 1946, of the Provisions of P.C. 1003, and of their undertaking made with the Government of September, 1947. By their action and inaction the companies have also broken the admirable, long established, and beneficial practice by which Canadian employees and employers sit down together around a table in an attempt to settle their difficulties. They have admitted that they have made an agreement with a rival organization. The reasons which they advance are their objection to the alleged political opinions of certain officials and the alleged infiltration of their ideas in the Canadian Seamen's Union.

It has already been pointed out that at the request of your Commissioners the Union officials with reluctance and without admitting any of the companies' accusations, agreed in the interests of industrial peace to substitute as a bargaining committee three high officials of the Trades and Labour Congress of Canada. The said officials agreed to act and did in fact appear before the Conciliation Board. Your Commissioners also have reason to believe that the Trades and Labour Congress of Canada would be willing to adopt the somewhat unusual procedure of

entering into an agreement with the companies on behalf of this Union which is chartered to the Trades and Labour Congress, it being understood of course, that if the Trades and Labour Congress of Canada did so sign an agreement on their own behalf the Union's bargaining rights would be specifically preserved. The willingness of the Trades and Labour Congress to use its offices in such a manner has been duly communicated to the companies, unfortunately without effect.

While the companies admit that they have signed an agreement with a rival union, no copy of such an agreement has been filed with the Department and no bargaining rights have been granted by the National Labour Relations Board to any organization other than the Canadian Seamen's Union.

In view of the intransigent attitude of the companies, your Commissioners have not considered that any further legal procedure on their part would serve any useful purpose.

We are unanimous in stating our belief that the defiance of the existing law, the breach of the existing agreement, and the failure to fulfil the promise made by these companies to the Government are a serious threat to the recognized practice of labour conciliation, and are moreover, the worst possible weapons any employer could use in a dispute with the legally constituted bargaining representatives of his employees.

We have reason to believe also that this conduct which goes to the root of labour relations in this country, raises far wider issues than the isolated dispute with the Canadian Seamen's Union and that there is grave danger that the discord will not be restricted merely to relations between this union and these companies.

It may be that you Sir, with the assistance of the Trades and Labour Congress of Canada and by exhortation to the defaulting companies will be able to bring the parties together in a final attempt to negotiate and conciliate their outstanding differences. In any such attempt your Commissioners wish to continue in a position to offer their assistance.

All the above is respectfully submitted.

We have the honour to remain,

Yours faithfully,

(Sgd.) J. D. McNISH,
Commissioner.

(Sgd.) LEONARD W. BROCKINGTON,
Commissioner and Chairman.

Conciliation Proceedings Under the Conciliation and Labour Act

Officers of the Industrial Relations Branch dealt with two industrial disputes during April, 1948, under the provisions of the Conciliation and Labour Act. No new disputes developed during the month and those referred to were both situations which had been untermiated as of March 31. They involved 1,290 work-people employed by twenty-seven employers.

One of the disputes was the strike of licensed deck, engineer and radio officers in the service of twenty-six Canadian-flag deepsea shipping operators, the settlement of which is reported in the introduction to this section.

The other dispute involved the appointment by the Minister of Labour of Mr.

Gordon K. Daley, B.Com., LL.B., of Toronto, as the independent chairman of a Board of Arbitration to deal with differences between the Canadian General Electric Company, Limited, Davenport Works, Toronto, and the United Electrical, Radio and Machine Workers of America, Local 507, concerning the interpretation of their collective agreement. The appointment of the Chairman was made upon the joint request of the other members of the Board, namely, Mr. W. L. Farrar, of Toronto, representing the employer, and Mr. Drummond Wren, of Toronto, representing the unions, as required by the terms of the collective agreement. The report of the Board was submitted to the parties on April 13.

COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

Recent Collective Agreements

A file of collective agreements is maintained in the Research and Statistics Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreements Act in Quebec and schedules under Industrial Standards Acts are summarized in separate articles following this.

Mining, Non-Ferrous Smelting and Quarrying: Metal Mining

COPPER MOUNTAIN, B.C.—THE GRANBY CONSOLIDATED MINING, SMELTING AND POWER COMPANY LIMITED AND THE INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 649.

Agreement to be in effect from November 5, 1947, to November 4, 1948, the parties to meet before expiration date to discuss its renewal; the obligation of the company to do this is contingent upon a majority of the employees being members of the union at that time. The company recognizes the union as exclusive representative of all its employees as long as a majority are members of the union and union members may agree to sign check-off for all dues, assessments and fines to be deducted from their pay by the company and turned over to the union. All amounts over \$2.50 per month shall be approved by the local organization. All eligible employees may join the union. The company and the union agree that there shall be no discrimination or intimidation because of membership or non-membership in the union.

Hours of work: effective from December 31, 1947, an average working week of 42 hours for all employees working on a continuous work cycle; where this continuous cycle is not necessary or advisable the working week will be 40 and 48 hours alternately with overtime rates payable for work over 44 hours in a week. For all underground employees within the jurisdiction of the agreement 8 hours from shifter's office to shifter's office shall constitute a shift.

Overtime: a daily employee working more than 44 hours in any continuous period of 7 days shall be paid at time and one-half for any hours worked in excess of 44 in such period. All regular days off on any schedule of work, if worked, shall be paid at the rate of time and one-half, as will work on any of the Dominion statutory holidays.

Vacation: one week with pay to employees with one year's service (not less than 250 days of work) and an additional day for each additional year up to a maximum of 12 days with pay.

Wages: in addition to the basic rates of pay, a fixed bonus of 25 cents per shift is paid for the duration of this agreement and there is provision for three additional variable bonuses based on the average monthly export price of copper at New York. Daily wage rates for certain classes at November 5, 1947, which includes the four 25 cent per shift copper bonuses: Underground—miners, timbermen \$9.10; hoistmen (underground) \$9.44; mucking machine operators, skiptenders, trackmen \$8.94; cagetenders \$8.69; muckers, nippers and helpers \$8.44. Surface—blacksmiths \$6.69; plumbers \$9.44; carpenters, welders \$9.19 to \$9.69; steelsharpeners, maintenance men \$9.19; crusher plant operators \$8.69; hoistmen (surface) \$8.94; skiptenders (surface) \$8.44; electricians, machinists \$8.44 to \$9.69; engineers (third and fourth class firemen) \$8.94 to \$9.24; labourers \$7.84. Shift differentials of 3 cents and 5 cents per hour are paid on the afternoon and midnight shifts respectively.

For price setting for underground contracts a contract committee of three members of the union is to be set up. The company will notify the union and present such proposed contracts to this committee who shall pass on all contracts within three days of submission. Members of this committee will be paid for time required for such work up to a limit of 50 hours per month.

Provision is made for a safety promotion committee of employees for the maintenance of labour-management committee at Copper Mountain and the setting up of a similar committee at Allenby, for seniority rights and for grievance procedure.

BRITANNIA BEACH, B.C.—BRITANNIA MINING AND SMELTING COMPANY LIMITED AND THE INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 663.

Agreement to be in effect from October 21, 1947, to October 20, 1948 and thereafter until superseded by a new agreement or until negotiations are broken off by failure to agree. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, January, 1947, p. 44 with the following change.

Daily wage rates for certain classes at October 21, 1947, including one fixed bonus of 25 cents per shift and three additional 25 cents variable bonuses based on the average monthly export price of copper at New York. Underground—miner (shaft) \$9.60, miner (other) \$9.10; mucker, nipper, trammer \$8.44; pipeman and trackman

\$8.94; timberman \$9.10 and \$9.60; helpers \$8.44; crushermen \$9.44; hoistmen \$8.94 and \$9.44; skiptenders \$8.44 to \$8.94. Surface shops—steel sharpeners \$9.44, blacksmiths \$9.19 and \$9.69, helpers \$8.44 and \$8.69; machinists, mechanics and electricians \$8.94 to \$9.69; carpenters and plumbers \$9.19 to \$9.69; helpers \$8.44; mill operators, cranemen \$8.94. General labour \$8.19. Boys \$4.02 to \$8.19; underground (over 18 years of age) \$8.44. For contract work (underground) a union committee to consider such contracts for approval.

Transportation and Public Utilities: Water Transport

GREAT LAKES, ST. LAWRENCE RIVER AND GULF OF ST. LAWRENCE—QUEBEC AND ONTARIO TRANSPORTATION COMPANY LIMITED AND THE CANADIAN SEAMEN'S UNION.

Agreement to be in effect from March 1, 1948, to February 28, 1949, and thereafter from year to year subject to 2 months' notice. The company recognizes the union as the sole and exclusive bargaining agent for the unlicensed personnel employed on the company's vessels.

Union Shop: All crew replacements and original crews shall be hired through the offices maintained by the union; provided that the company may reject personnel despatched by the union for valid reasons. The company agrees to maintain in its employ only members of the union in good standing.

Check-off: the company agrees to deduct union dues monthly from the pay of seamen who so authorize and to remit same to the union.

Hours of work and overtime: regular hours for unlicensed crew shall be 8 per day to be worked on a 3-watch system; 4 hours on watch, 8 hours off watch. When a vessel is in port for any part of the 24 hour period from midnight Saturday to midnight Sunday all crew members covered by the agreement who are required to work during this 24 hour period shall be paid at overtime rate. A minimum of 2 hours overtime shall be paid for any work performed on Sunday while the vessel is in port. When an unlicensed crew member is required to perform any kind of work after he has been relieved at the end of his regular watch he shall be paid for such extra time worked at the overtime rate, which is 85 cents per hour. All ratings shall perform their routine operational duties between 12 noon Saturday and 6 a.m. Monday and from 6 p.m. to 6 a.m. week days and on the 8 recognized holidays when the vessel is on the run. Operational duties shall not mean chipping, scraping, scaling, polishing of bright work, sougeeing and painting. When a member of the crew is required to perform any work usually done by longshoremen he shall be paid the applicable rate in addition to his regular wage, which shall not be less than the overtime rate. If such work is performed on Saturday afternoons, Sundays or holidays, the rate shall be one and one-half times the overtime rate. In no event where a dispute exists between longshoremen and the company shall the

crew of any vessel be called upon to either load or unload a vessel.

In laying up or fitting out, the hours of work shall not be more than 8 hours per day, 5½ days per week. If work is required to be performed on Saturday afternoons, Sundays or holidays for the purpose of expediting laying up or fitting out, overtime shall be paid in addition to regular wages.

Fifteen minutes shall be allowed in the forenoon and in the afternoon for coffee. Night lunches shall be available after 9 p.m. at all times.

Steward's Department—the working day at sea or in port shall not exceed 8 hours in a spread of 12 hours. All work performed in port after 6.30 p.m. and before 6.30 a.m. Monday through Saturday and on Sundays and holidays shall be paid for at the regular overtime rate. On vessels where persons other than crew members are lawfully carried on board, the company agrees to pay \$1.50 per day for each person and while the ship is in port if meals are to be served to persons other than the crew (or the wife of the master of the vessel or the marine superintendent of the company) the company agrees to pay 30 cents per meal, to be distributed among the members of the Steward's Department.

Vacations with pay: employees with 3 months' continuous service aboard their ships shall be entitled to 2 days vacation per month and 2 days for each month thereafter, but shall not be entitled to more than 14 days vacation with pay for the navigation season. The company agrees to recognize 8 specified holidays. When the vessel is on the run, the work performed on a holiday shall be confined to that usually performed on a Sunday.

Monthly wage rates: wheelman, oilers \$160; firemen \$154; watchman \$142; coal passers, messmen, deckhands \$132; porter \$121; first cook, upper lakes \$210; first cook, canaller \$198; second cook \$145. The regular overtime rate for all unlicensed personnel shall be 85 cents per hour. When the company does not provide room and board, unlicensed personnel during the course of their employment shall receive \$1 per meal and \$3 per night for room. When a vessel sails without full complement, wages of the absent members shall be divided among the men who performed the work of the absent members and at basic rate of wages only.

When a deckhand is required to trim coal or any other duty outside of deckhand's routine duties, he shall be paid at the regular rate of overtime week days and time and one-half on Saturday afternoons, Sundays and holidays.

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

GREAT LAKES, ST. LAWRENCE RIVER AND GULF OF ST. LAWRENCE—PATERSON STEAMSHIPS LIMITED AND POWELL TRANSPORTS LIMITED AND THE CANADIAN SEAMEN'S UNION.

Agreement to be in effect from March 15, 1948, to March 14, 1949, and thereafter from year to year subject to 2 months' notice by either party. This agreement is similar to that of the Quebec and Ontario Transportation Company Ltd. and the

Canadian Seamen's Union which is summarized in detail above, except that the allowance is 85 cents per meal, when not provided, and this agreement has provisions for penalty cargoes, but not for the check-off.

GREAT LAKES, ST. LAWRENCE RIVER AND THE GULF OF ST. LAWRENCE—NATIONAL SAND AND MATERIAL COMPANY LIMITED AND THE CANADIAN SEAMEN'S UNION.

Agreement to be in effect from March 1, 1948, to February 28, 1949, and thereafter from year to year subject to 90 days' notice by either party. This agreement is similar to that of the Quebec and Ontario Transportation Company Limited and the Canadian Seamen's Union which is summarized above, except for the following—the meal allowance is 85 cents per meal; monthly wage rates differ slightly in some cases, being \$200 for first cooks on canallers, \$155 for firemen and \$122 for porters; for self unloaders all classes receive \$10 per month extra; operators are paid \$238, pumpmen \$187 and boatswains \$185. The agreement provides that there will be no interference by the company with the right of its employees to become members of the union; that there shall be no discrimination, interference or coercion by the company against any employee because of membership in the union. There is also provision for penalty cargoes and explosives.

GREAT LAKES, ST. LAWRENCE RIVER, GULF OF ST. LAWRENCE AND ATLANTIC COAST—ABITIBI NAVIGATION COMPANY LIMITED AND THE CANADIAN SEAMEN'S UNION.

Agreement to be in effect from March 1, 1948, to March 1, 1949, and thereafter from year to year subject to 60 days' notice by either party. This agreement is similar to that of the Quebec and Ontario Transportation Company Limited summarized above with the following changes—monthly wage rates are included for bosun and operator which are \$175 and \$165 respectively. In the Steward's Department the working day shall be not more than 8 hours in a spread of 10 hours except that where no messman on Upper Lakes or porter on Canaller is carried due to lack of accommodation, the working day shall be 10 hours in a spread of 12 hours and 2 hours overtime will be paid.

GREAT LAKES AND ST. LAWRENCE RIVER—UPPER LAKES AND ST. LAWRENCE TRANSPORTATION COMPANY LIMITED AND THE CANADIAN SEAMEN'S UNION.

Agreement to be in effect from March 4, 1948, to March 3, 1949, and thereafter from year to year subject to 60 days' notice. The company recognizes the union as the sole and exclusive representative for the unlicensed personnel employed on the company's vessels.

Union Shop: all employees who are not union members must become and remain members in good standing as a condition of employment. The company also agrees that during the period that the agreement is in effect all unlicensed personnel to be hired shall be requested through the offices of the union. The company will not inter-

fer with the right of its employees to join the union. There shall be no discrimination, intimidation or coercion either by the company or the union.

Hours of work: 8 per day, 4 hours on watch, 8 hours off watch. However at the discretion of the Master, during the passage of ships through the lower canals, deckhands, watchmen and wheelmen may be called out after their regular watch, and any work so performed shall be paid for at the regular overtime rate. Steward's Department—the working day at sea or in port shall not exceed 8 hours in a spread of 10 hours. Where no porters and messman on Upper Lakes or porters on canallers are carried, due to lack of accommodation, the working day shall be 10 hours in a spread of 12 hours and two hours overtime will be paid.

The company agrees to recognize 8 specified holidays. When the vessel is on the run, the work performed on a holiday shall be confined to that usually performed on a Sunday.

Time (15 minutes) shall be allowed off for coffee during the forenoon, afternoon and night, and night lunches shall be available for crews changing watch and those called to work overtime.

Vacations with pay: from May 1 to November 30 as far as practicable and consistent with the requirements of service, employees shall be allowed time off without deduction of pay for continuous service during the above period on the same ship or if transferred by the company on the following basis—one day for each 30 days' continuous service up to 90, for 120 days' service 5 days, for 150 days' service 7 days, for 180 days' service 9 days and for 210 days' service the maximum of 14 days. Where it is not possible to permit employees to have these days during the navigation season pay for such off days will accumulate and shall be paid at the time of termination of any employee's services.

Where the company does not provide room and board, unlicensed personnel during the course of their employment shall receive 85 cents per meal, and \$3 for room per night.

Monthly wage rates: wheelmen, oilers \$160, firemen \$132, first cook, (upper lakes) \$210, (canaller or barges) \$200, second cook \$145, porters \$122. All unlicensed personnel shall receive additional pay for all Sundays, equal to one-half of their daily rate, calculated on the basis of their monthly rate. Overtime shall be paid at the rate of 85 cents per hour. When members of the unlicensed personnel are required to clean holds in which penalty cargoes have been carried, they shall be paid for such work in addition to their regular wages, the regular overtime rate. This to apply to such cargoes as sulphur, cement, and any other cargoes as may be determined by agreement between the company and the union. On vessels carrying explosives in 10-ton lots or over, the company agrees to pay members of the unlicensed personnel, in addition to their regular wages, on the basis of 25 per cent of said wages per month while such cargo is on board the vessel or is being loaded or discharged. When licensed members of the crew are required to work explosives, they shall be paid for

such work, in addition to their regular wages, the sum of \$2.50 per hour (sporting ammunition not to be considered as explosives).

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

GREAT LAKES, ST. LAWRENCE RIVER AND GULF OF ST. LAWRENCE—KEYSTONE TRANSPORTS LIMITED AND THE CANADIAN SEAMEN'S UNION.

Agreement to be in effect from March 19, 1948 to March 18, 1949, and thereafter from year to year subject to 60 days' notice by either party. This agreement is similar to that of the Upper Lakes and St. Lawrence Transportation Company Limited and the Canadian Seamen's Union which is summarized in detail above.

GREAT LAKES, ST. LAWRENCE RIVER AND THE GULF OF ST. LAWRENCE—GULF AND LAKE NAVIGATION COMPANY LIMITED AND THE CANADIAN SEAMEN'S UNION.

Agreement to be in effect from March 22, 1948 to March 22, 1949, and thereafter from year to year subject to 60 days' notice by either party. This agreement is similar to that of the Upper Lakes and St. Lawrence Transportation Company Limited and the Canadian Seamen's Union which is summarized above.

GREAT LAKES—ALGOMA CENTRAL STEAMSHIP LINE AND THE CANADIAN SEAMEN'S UNION.

Agreement to be in effect from February 15, 1948, to February 15, 1949, and thereafter from year to year subject to 2 months' notice by either party. The company recognizes the union as the sole and exclusive representative for the unlicensed personnel employed on the company's vessels. Any employees covered by the agreement not a member of the union shall become a union member within 30 days from the date of his employment and maintain his membership in the union as a condition of employment. All crew replacements and original crews shall be hired through the offices maintained by the union, provided that the company may reject personnel despatched by the union for valid reasons.

Hours of work and overtime: 8 per day to be worked on a 3-watch system, 4 hours on watch, 8 hours off watch, except where in the Master's or Chief Engineer's discretion it is deemed advisable to break watches whilst the vessel is in port, anchored or otherwise not under way. Members of the unlicensed personnel shall be paid at the regular overtime rate for all watches stood or work performed in port on Sunday. A minimum of 2 hours overtime shall be paid for any work done on Sundays. After 12 noon on Saturdays, and on 8 specified holidays and between the hours of 5 p.m. and 8 a.m., only routine operational duties shall be performed. Overtime shall be paid for any unnecessary work performed during these hours. At sea the crew shall stand regular watches as required by the Master, but no unnecessary work such as chipping, scaling, painting, soogeeing or polishing of brass shall be performed on Saturday afternoon, Sundays, holidays, or between the hours of 5 p.m. and 6 a.m. No chipping or

scaling, shall be required between 6 a.m. and 8 a.m. When a member of the crew is required to perform any work usually done by longshoremen he shall be paid the applicable rate in addition to his regular wage which shall not be less than the overtime rate. If such work is performed on Sundays or holidays, the rate shall be one and one-half times the overtime rate. In no event when a dispute exists between longshoremen and the company shall the crew of any vessel be called upon either to load or unload a vessel.

Fifteen minutes shall be allowed in the forenoon and in the afternoon for coffee. Night lunches shall be available after 9 p.m. at all times.

Steward's Department—the working day at sea or in port shall not exceed 8 hours in a spread of 12 hours. All work performed in port after 6.30 p.m. and before 6.30 a.m. Monday through Saturday, and on Sundays, shall be paid for at the regular overtime rate. On vessels where persons other than crew members are lawfully carried on board, the company agrees to pay \$1.50 per day for each person, and while the ship is in port if meals are served to outsiders (wife of the Master of the vessel or the Marine Superintendent of the company excepted), the company agrees to pay 30 cents per meal to be divided among the members of the steward's department. The company agrees to recognize 8 specified holidays. When the vessel is on the run the work performed on a holiday shall be confined to that usually performed on a Sunday.

Vacations with pay: all crew members covered by the agreement who have served continuously aboard their ships from the time of fitting out in the spring to the completion of lay up in the fall (justifiable absence excluded) shall have accruing to them and payable at the end of the season 2 days per month for their period of service not exceeding 16 days in all. Where an employee joins the vessel after the fit out, but before May 31, and serves continuously aboard the vessel until the lay up in the fall, he shall have accruing to him 2 days per month to a maximum of 12 days. Where a seaman, who has fulfilled the above obligations, is laid off through no fault of his own, he shall receive in addition to his wages, 2 days' pay for every month of service with the company.

Monthly wage rates: bosun \$175; operator \$173; wheelsman, oilers \$160; firemen \$153; watchmen \$141; deckhands, messmen and coal passers \$132; porters \$121; first cooks (upper lakes) \$210, canaller \$199, second cooks \$145. The regular overtime rate shall be 85 cents per hour. For self-unloaders the wages shall be \$10 per month over and above the rates shown. When a vessel sails without full complement, wages of the absent members shall be divided among the men who performed the work of the absent members and at basic rate of wages only.

Room and meal allowance: when the company does not provide room and board, unlicensed personnel during the course of their employment shall receive \$1 per meal and \$3 for room per night.

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

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement, the correction of two agreements and the amendment of 11 other agreements. These include the amendment of the agreements for the uncorrugated paper box industry for the province, for building trades at St. Jérôme and for hospital and charitable institution employees in the Quebec district and the correction of the agreements for barbers and hairdressers at Hull and for plumbers at Three Rivers in the *Quebec Official Gazette* of April 3, the amendment of the agreements for barbers and hairdressers at Chicoutimi and for retail stores at Richmond and Melbourne in the issue of April 10. All the others are summarized below.

Requests for the amendment of the agreements for hospital and charitable institution employees in the Quebec district, for barbers and hairdressers at Rouyn and Noranda and for tannery employees for the province were gazetted March 27. Requests for a new agreement for bakers at Quebec and for the amendment of the agreements for barbers and hairdressers at Valleyfield and at Sherbrooke and for building trades at Chicoutimi were gazetted April 3. Requests for the amendment of the agreements for the uncorrugated paper box industry for the province and for barbers and hairdressers at Victoriaville were published April 10. Requests for the amendment of the agreements for the corrugated paper box industry for the province, for the embroidery industry at Montreal and for building trades at Three Rivers, as well as a request for a new agreement for

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE*, monthly, since June, 1934.

plumbers at Hull, were all published April 17.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Manufacturing: Fur and Leather Products

WHOLESALE FUR INDUSTRY, MONTREAL

An Order in Council, dated April 7, and gazetted April 17, extends the term of the previous Orders in Council for this industry (L.G., Nov., 1944, p. 1368; April, 1945, p. 517, Aug., p. 1197, Oct., p. 1520; June, 1946, p. 783, Aug., p. 1092, Oct., p. 1444, Nov., p. 1583, Dec., p. 1772; March, 1947, p. 368) to May 31, 1948.

Manufacturing: Textiles and Clothing

LADIES' CLOAK AND SUIT INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated April 7, and gazetted April 17, amends the previous Orders in Council for this industry (L.G., Aug., 1946, p. 1093, Sept., p. 1249, Nov., p. 1583; Jan., 1947, p. 48, and previous issues).

Vacation: after one year's continuous service, every employee is entitled to an annual vacation of one week with pay equivalent to 2 per cent of previous year's wages; an employee with 3 months' continuous service but less than one year is entitled to one half-day with pay for each month of service.

Manufacturing: Printing and Publishing

LITHOGRAPHING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated March 30, and gazetted April 3, extends the term of the previous Orders in Council for this industry (L.G., Dec., 1945, p. 1824; Feb., 1946, p. 187, Oct., p. 1445) to May 1, 1948.

An Order in Council, dated April 7, and gazetted April 10, makes obligatory the terms of a new agreement between Canadian Lithographers' Association and Amalgamated Lithographers of America, Local No. 27. Agreement to be in effect from April 10, 1948, to December 31, 1948, and thereafter from year to year, subject to notice. Territorial jurisdiction comprises the entire Province of Quebec. This agreement cancels the previous agreement and its amendments.

Hours: 40 per week, divided into regular day or night shifts not exceeding 8 hours per shift, instead of the 42 hours previously set for 1948.

Overtime is payable at time and one-half for the first 3 hours of overtime in each day and double time thereafter; double time on Saturdays, Sundays and certain specified holidays, except when regular scheduled hours for night shifts include Saturday

work, in which case it would be paid for at the regular night shift rates.

Minimum hourly wage rates: all employees working on night shifts shall be paid 15 per cent higher than the day rate. No piece work shall be done in any shop. In all departments, minimum wage rates for journeymen are increased by 35 cents per hour in some cases, 34 cents per hour in others and 36 cents per hour in a few other cases over the rates set for the year 1948, in the previous agreement, with the following additions and exceptions: in the plate making department, vacuum frame and contact negative operators are paid a minimum of \$1.58 per hour, vacuum frame and contact negative operators who exclusively produce plates for reproduction by multicopying process \$1.16 per hour, strippers \$1.58 per hour, opaquers 60 cents per hour in first year and 70 cents thereafter, plate grainers operating triple plate machine \$1.45 per hour; in the press department, the minimum wage rate for first pressman on four-colour presses is increased by 37 cents per hour. Increases in the minimum hourly wage rates for feeders and feeder operators range from 23 cents to 34 cents per hour. Lithographic press helpers receive increases of 13 cents per hour in first year and 14 cents per hour thereafter. Should there be a rise in the official cost-of-living index above 150 points or a fall to the index of 150 points, then for each 5 points rise or fall there shall be an automatic wage adjustment of \$2 increase or decrease.

Vacation: 2 weeks with pay after one year's service. (In the previous agreement employees were granted one week's vacation with pay after one year's continuous service.)

Provision is made for apprenticeship regulations.

Manufacturing: Metal Products

GARAGES AND SERVICE STATIONS, QUEBEC.

An Order in Council, dated April 7, and gazetted April 17, amends the previous Orders in Council for this industry (L.G., Oct., 1945, p. 1520; Aug., 1946, p. 1094; May, 1947, p. 690, and previous issues).

Hours: in industrial establishments employees working at night, who have worked during the regular working hours of the same day or have been at the disposal of the employer, are to receive double time for such night work. In commercial establishments open day and night, the work is in 2 shifts both working a maximum of 60 hours per week; all work, either day or night, performed after 60 hours is payable at time and one-half. (This is a reduction of 12 hours per week in the night shift.) The selling, distributing or handling of gasoline and lubricants on Sundays, Christmas Day, New Year's Day and outside specified hours by a service man or artisan in a gasoline station, service station or garage with an inside storing capacity of less than 3,000 square feet is prohibited. Employees required to work on Sundays, holy days of obligation and 3 specified holidays are to receive, in addition to their regular wages, a remuneration equal to the wage rate established for their classification in the present agreement.

Minimum hourly wage rates in zone I: journeyman mechanic, fitter, machinist, electrician, body worker, wheelwright, blacksmith, welder, painter, upholsterer from 73 cents per hour for class D to 95 cents for class A; storage battery man, vulcanizer or retreader 75 cents; glazier and greaser 73 cents; service men—beginners 35 cents, class B 50 cents, class A 55 cents; apprentices from 30 cents per hour during first year to 60 cents during fourth year. (These are increases of 15 cents per hour for journeymen and from 4 to 10 cents per hour for apprentices over the rates paid from March 29, 1947.)

Vacation: one week with pay after one year's service; an employee who leaves his occupation or is dismissed shall, if entitled to his vacation, be paid the equivalent of one week's pay at the regular rate for the standard work week of the establishment; an employee who is not given a vacation between April 1 and November 1 of each year is also entitled to one week's pay in lieu of vacation.

Uniforms: the employer shall supply and pay for the cleaning of costumes, special uniforms and overalls which he requires his employees to wear and which shall remain his property.

Construction

BUILDING TRADES, JOLIETTE.

An Order in Council, dated March 30, and gazetted April 10, amends the previous Orders in Council for this industry (L.G., June, 1945, p. 873; Sept., 1946, p. 1252, Dec., p. 1773; Aug., 1947, p. 1175, and previous issues) by providing that the present agreement does not apply to the road operations regulated by the Fair Wage Schedule of the Provincial Government.

Minimum hourly wage rates: sprinkler fitters, bricklayers, block and terra-cotta layers and joint pointers, plasterers \$1 per hour in zones I and II; carpenters and joiners (journeymen), asbestos coverers (other than pipe insulation mechanics), roofers (slate, tile, composition, gravel, sand, asphalt), floor scrapers, polishers and sanders, riggers (hand or machine), millwrights, pipe insulation mechanics, painters-gilders, cork setters (insulation), mastic floor layers, tile, asphalt and terrazzo layers, marble layers, pipe welders (acetylene or electricity) \$1 in zone I, 90 cents in zone II; mortar mixers, celanite mixers, caulkers, labourers, brick, block, mortar and terra-cotta carriers with hod, wheelbarrow or pail, stationary or portable enginemen, machinists 80 cents in zone I, 75 cents in zone II; truck drivers, electric or small gasoline mixer operators, kettle men (flooring only) 80 cents in zone I, 70 cents in zone II; carters 75 cents in zone I, 70 cents in zone II; firemen (construction), compressor operators 90 cents in zone I, 85 cents in zone II; tinsmiths, roofers (journeymen), sheet metal workers (shop or job), saw filers, plumbers, steamfitters, pipe mechanics, oil burner mechanics \$1 in zone I, 95 cents in zone II; freight elevator operator 75 cents in both zones; tractor operators, lathers (metal or composition),

reinforcing steel erectors 95 cents in both zones; roller operators (steam or gasoline), bulldozer operators, grader operators 90 cents in both zones; electricians \$1.05 in zone I, \$1 in zone II; cement finishers, mastic floor finishers, drill operators and powder men, blacksmiths on job 95 cents in zone I, 90 cents in zone II; commercial letterers \$1.10 in both zones; labourers, boilermen 70 cents in zone I, 65 cents in zone II; painters, spraymen, decorators, glaziers, paper hangers, floor varnishers 85 cents in zone I, 75 cents in zone II; pile driver operators (wood or concrete) 95 cents in zone I, 85 cents in zone II; lathers (wood) 85 cents in zone I, 80 cents in zone II; steam or gasoline mixer operators, terrazzo polishing machine operators (dry or wet), crane operators 90 cents in zone I, 80 cents in zone II; power shovel operators \$1.05 in zone I, 95 cents in zone II; watchmen employed also as firemen are required to hold a fourth class certificate, boiler firemen required to hold a fourth class certificate 78 cents in zone I, 68 cents in zone II; asphalt rakers, men committed to the ramming, smoothing and spreading of asphalt and to piping, caulking and welding 70 cents in zone I, 60 cents in zone II; watchmen on the job 50 cents in both zones; water carriers 60 cents in zone I, 50 cents in zone II. Foremen in charge of a group of 3 or more men shall be paid 10 cents per hour more than the rate established for the trade concerned.

Apprentices: for the trades of bricklayer, mason, plasterer, carpenter-joiner and painter, one apprentice is allowed for every 4 journeymen employed.

BUILDING TRADES, ST. JOHNS AND IBERVILLE.

An Order in Council, dated March 30, and gazetted April 10, amends the previous

Orders in Council for this industry (L.G., April, 1947, p. 544; Jan.-Feb., 1948, p. 51) by providing that this agreement does not apply to the paving of highways and roads.

Minimum hourly wage rates are increased as follows: for bricklayers, plasterers and masons (including cutters on the field, cement blocks layers and joint pointers) 27 cents per hour; painters, spraying-machine operators, decorators, glaziers, paperhangers, floor varnishers 15 cents per hour; mastic floor finishers 2 cents per hour; cement finishers, caulkers, carpenters, joiners, millwrights (construction), saw-filers, floor scrapers, polishers, sanders (hand or machine), lathers (wood or metal), journeymen electricians, plumbers, steamfitters, pipe mechanics, pipe welders (acetylene or electric), oil burner mechanics, sprinkler fitters, pipe insulation workers, asbestos coverers, sheetmetal workers, tinsmiths-roofers (shop or field) and compressor operators receive an increase of 10 cents per hour; for all other trades, the rates are unchanged.

Transportation: Water Transport

LONGSHOREMEN (INLAND NAVIGATION), MONTREAL.

An Order in Council, dated March 30, and gazetted April 10 amends the previous Order in Council for this industry (L.G., April, 1943, p. 490).

Minimum hourly wage rates are 84½ cents per hour for day work and 89½ cents for night work. Foremen are to receive 10 cents per hour extra; walking-bosses 20 cents per hour extra; freight handlers operating piling machines or tractors 5 cents per hour extra; freight handlers handling sugar at refineries one cent per hour extra; water boys are to be paid 57 cents per hour.

Industrial Standards Acts, Etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Ontario and Saskatchewan

In six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of

employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, October, 1940, page 1077.

Schedules of wages and hours recently made binding by Orders in Council under these Acts include a new schedule for the beauty culture industry at Moose Jaw which was published in the *Saskatchewan Gazette* of March 27. Other schedules made binding are summarized below.

Ontario

Construction

CARPENTERS, BELLEVILLE.

An Order in Council, dated March 4, and gazetted March 20, makes binding the terms of a new schedule for carpenters at Belleville, to be in effect from March 30, 1948, during pleasure.

Hours: 8 per day, 4 on Saturday, a 44-hour week, as in previous schedule (L.G., June, 1946, p. 785).

Overtime is payable at time and one-half, unless advisory committee issues a special permit authorizing performance of the work at a lower rate; double time on Sundays and 9 specified holidays. Work performed at night which cannot be performed during the day is payable at the regular rate.

Minimum wage rate is increased from 95 cents to \$1.05 per hour. The advisory committee may fix a lower minimum rate for handicapped workers.

CARPENTERS, OWEN SOUND.

An Order in Council, dated March 4, and gazetted March 20, makes binding the terms of a new schedule for carpenters at Owen Sound, to be in effect from March 30, 1948, during pleasure.

Hours are the same as in previous schedule (L.G., June, 1946, p. 785), 44 per week from November to March inclusive, 45 per week from April to October inclusive.

Overtime and work on Sundays and specified holidays is payable at time and one-half; all overtime work in excess of 4 hours in any one day is remunerated at double time.

Minimum wage rate is increased from 90 cents to \$1.15 per hour. Work performed at night which cannot be performed during the day is payable at the regular rate. Work performed on Saturday from April to October inclusive and on Saturday afternoon from November to March inclusive in order to permit the pouring of concrete is also payable at the regular rate. Employees working on the night shift receive 8 hours' pay for 7 hours' work during the winter months and 9 hours' pay for 8 hours' work during the summer months. The advisory committee may fix a lower minimum rate for handicapped workers.

Saskatchewan

Manufacturing: Vegetable Foods

BAKERS AND BAKERY SALESMEN, MOOSE JAW.

An Order in Council, dated February 3, gazetted February 14, and corrected in the

issue of February 21, makes binding the terms of a new schedule for bakers and bakery salesmen at Moose Jaw and within a radius of 5 miles, to be in effect from February 24, 1948, to February 23, 1949.

Hours: 8 per day, 44 per week for all inside employees.

Overtime: all work in excess of 8 hours in any one day or 44 hours in any one week is payable at time and one-half. An additional 10 cents per hour shall be paid for all work performed between 10 p.m. and 5 a.m. Employees working on any of the specified holidays shall be paid, in addition to one day's wages at their regular rate, time and one-half their regular wage rate for every hour or part of an hour during which they work on such holiday.

Minimum weekly wage rates: doughmen, ovenmen \$32 per week; shippers, day shippers \$30.50; bench-hands and machine-hands, salesmen (guarantee) \$30; bread wrappers \$28; truckers, handymen, barnmen \$27.50; janitors \$25; cake wrappers and finishers from \$18.50 per week during first 6 months to \$22.50 after 18 months; stenographers \$22.50; delivery salesmen making outside sales and deliveries of bakery products \$40; persons handling bread and cake shipped from outside points for sale in stores shall receive 12 per cent commissions on wholesale prices or a minimum of \$40 per week, whichever is the greater; female employees performing the duties of male employees shall receive not less than 85 per cent of that paid classification; causal help from \$20 to \$25; apprentices from \$20 per week during first year to \$25 during third year. All part time employees shall be paid at a rate pro rata to the above schedule, provided that no employees shall be called for part time work and be paid for less than 5 consecutive hours. All other employees shall be paid at a rate of wages not less than that provided under the Minimum Wage Board Order.

Construction

CARPENTERS, MOOSE JAW.

An Order in Council, dated March 2, and gazetted March 13, amends the previous Order in Council for this industry (L.G., Nov., 1947, p. 1663). Effective March 23, 1948, minimum wage rate for carpenters is increased from \$1.20 to \$1.30 per hour; a carpenter in charge of 3 or more men shall be paid an additional 10 cents per hour.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During March

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

During the month of March the Department of Labour prepared 68 fair wages schedules for inclusion in building and construction contracts proposed to be

undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 35 construction contracts were awarded by the various Government departments. Particulars of these contracts appear in the table on the following pages.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation".

(2) *Contracts for the Manufacture of Supplies and Equipment*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation.	6,253	\$5,462,818.50
Post Office.	13	59,083.82
R.C.M.P.	1	5,646.66

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING MARCH

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Dartmouth, N.S.	Alterations to staff houses for married quarters at Tufis Cove.	J. V. MacPherson Ltd., Halifax, N.S.	\$ 46,364 26	Jan. 19, 1948
Montreal, P.Q.	Construction of retaining wall at Headquarters Quebec Command.	Richard & B. A. Ryan Ltd., Montreal, P.Q.	4,750 00	Dec. 5, 1947
(Molhawk) at Deseronto, Ont.	Dismantling and moving of a central heating plant, Boiler house and radiation system from R.C.A.F. Station (Mohawk) at Deseronto, Ont., to R.C.A.F. Station, St. Hubert, P.Q.	L. Massicoite & Garceau Limitee, Cap de la Madeleine, P.Q.	13,972 00	Jan. 7, 1948
St. Hubert, P.Q.	Installation of same in R.C.A.F. Station.			Dec. 12, 1947
Boundary Bay, B.C.	Construction of R.C.C.S. Building and erection of antennae masts.	E. H. Shockley & Son Ltd., Vancouver, B.C.	297,360 30	Dec. 10, 1947
Central Mortgage and Housing Corporation				
Saint John, N.B. (Rockwood Court)	Construction of houses.	Acme Construction Co. Ltd., Saint John, N.B.	994,176 57	Nov. 28, 1947
Halifax, N.S.	Demolition of buildings on Army property.	Brookfield Construction Co., Halifax, N.S.	20,000 00	Feb. 9, 1948
Vancouver, B.C. (Rentfrew Heights)	Construction of 50 houses.	Hudson & Simmons Ltd., Vancouver, B.C.	225,000 00	Feb. 19, 1948
National Harbours Board				
Halifax Harbour, N.S.	Repairs to marine leg.	Maritime Steel & Foundries Ltd., New Glasgow, N.S.	3,600 00	Feb. 6, 1948
Montreal Harbour, P.Q.	Raising wharf aprons to shed floor levels at Sheds Nos. 2, 11, 16 and 17.	Atlas Construction Co. Ltd., Montreal, Que.	57,909 25	Mar. 3, 1948
Montreal Harbour, P.Q.	Resurfacing lower floor and riverside apron, Shed 18.	Charles Duranceau Ltee., Montreal, Que.	6,855 00	Mar. 12, 1948
Department of Public Works				
Launching Pond, P.E.I.	Construction of a boat harbour.	H. J. Phillips & Son, Charlottetown, P.E.I.	63,853 30	Dec. 15, 1947
Halifax, N.S.	Erection of new shaft, pent house, passenger elevator, exterior and interior painting, Customs House.	Standard Construction Co. Ltd., Halifax, N.S.	47,250 00	Dec. 30, 1947
Saint John, N.S.	Repairs and painting to Public Building.	Melbourne R. Chappell, Sydney, N.S.	13,998 00	Feb. 9, 1948
North Sydney, N.B.	Alterations and additions in the Administration Building—Barrack Block at HMCS "Brunswick".	H. Davis, Saint John, N.B.	16,456 00	Mar. 2, 1948
Sherbrooke, P.Q.	Construction of divisions at the Pioneer Building.	J. A. Verret Ltd., Sherbrooke, P.Q.	12,645 00	Mar. 2, 1948
St. Ignace de Loyola, P.Q.	Repair to buffer pier.	Lucien Lachapelle, Sorel, P.Q.	55,967 15	Jan. 28, 1948
Breacebridge, Ont.	Alterations and additions to Public Building.	G. T. Parmenter Construction Ltd., Toronto, Ont.	11,323 00	May 13, 1947
Kenora, Ont.	Repairs to Subway Wharf.	Macay & Macdonald, Winnipeg, Man.	32,039 84	Dec. 12, 1947
Ottawa, Ont.	Interior painting—National Defence Headquarters "A", "B", and "C", Buildings.	"A", Randall's Paint Store, Ottawa, Ont. "B", Industrial Enterprises, Reg'd, Ottawa, Ont. "C", Modern Decoration Hall, P.Q.	18,000 00 22,840 14 24,873 00	Jan. 10, 1948 Jan. 10, 1948 Jan. 10, 1948
Ottawa, Ont.	Construction of book shelves—Army Departmental Library—"C", Building, Carlier Square.	Joseph Pilon Limitee, Hull, P.Q.	12,875 00	Feb. 4, 1948
Waterloo, Ont.	Alterations and additions to Public Building.	Harry Wunder Construction, Kitchener, Ont.	45,470 46	Nov. 17, 1947
Nipawin, Sask.	Alterations and additions to Public Building.	Sharon Bros, Saskatoon, Sask.	25,373 00	Dec. 17, 1947
Edmonton, Alta.	Alterations and changes in Tower Building.	F. W. McDougall Construction Co., Edmonton, Alta.	13,376 00	Mar. 10, 1948

Chemainus, B.C.	Harbour improvements (construction of floats)	James McDonald Construction Co., Ltd., Victoria, B.C.	6,898 00	Jan. 30, 1948
Chilliwack, B.C.	Alterations and additions to Public Building	C. J. Oliver Ltd., Vancouver, B.C.	62,965 00	Feb. 23, 1948
Somida, B.C.	Harbour improvements (wharf reconstruction)	Pacific Pile Driving Co., Ltd., Victoria, B.C.	39,374 00	Jan. 12, 1948
North Sydney, N.S.	Repairs to Scow P.W.D. No. 162	North Sydney Marine Railway Co., Ltd., North Sydney, N.S.	6,027 80	*
Pictou, N.S.	Repairs and renewals to hull, boiler and machinery of Dredge P.W.D. No. 12	Pictou Foundry and Machine Co. Ltd., Pictou, N.S.	18,681 75	*
Pictou, N.S.	Repairs and renewals to hull, machinery, boiler, etc., Departmental Tug "Frederickton"	Pictou Foundry and Machine Co. Ltd., Pictou, N.S.	8,633 70	*

Department of Public Works

Sydney, N.S.	Repairs to Scow P.W.D. No. 163	Sydney Engineering & Dry Dock Co. Ltd., Sydney, N.S.	7,260 00	*
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Department of Transport

Beaconsfield, P.Q.	Construction of extension to Transmitter Building	The Tower Co. Ltd., Montreal, P.Q.	11,980 00	Jan. 8, 1948
Vancouver, B.C.	Construction of a power house	Marwell Construction Co. Ltd., Vancouver, B.C.	16,292 25	Oct. 28, 1947

* The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

LABOUR LAW

Labour Legislation in Saskatchewan in 1948

During its session from February 5 to March 25, the Saskatchewan Legislature enacted a new Boiler and Pressure Vessel Act and amended statutes concerning workmen's compensation, hours of work, industrial standards, policemen, and hours of service for garages and gas stations.

In the Boiler and Pressure Vessel Act, 1948, new classes of engineers' certificates are added, and certain matters previously dealt with by statute are now to be the subject of regulation by the Lieutenant-Governor in Council.

The Workmen's Compensation (Accident Fund) Act has been amended to increase survivors' pensions, and to raise from \$2,500 to \$3,000 the maximum wages on which compensation may be based.

The twelve-month period of adjustment to the 44-hour week which is required by the 1947 statute unless time and one-half is paid, during which period wages may not be reduced, has been extended to January 1, 1949.

For the purpose of labour laws, city policemen are to be considered employees. A rotation plan may be adopted in small places so that some garages and service stations may remain open after regular closing hours. Provision is made for medical aid or relief for indigent persons in Northern Saskatchewan.

Changes have been made, too, in the Old Age and Blind Persons' Pensions Act, the Health Services and Hospitalization Acts.

Workmen's Compensation

Important changes have been made in the Workmen's Compensation (Accident-Fund) Act. Survivors' pensions have been increased, the increase to apply to all payments made after April 1, 1948, without regard to the date of the accident. From the same date, the maximum wages on which compensation may be calculated is raised from \$2,500 to \$3,000. In line with the raising of this limit, the amending Act provides, for purpose of assessment, for the deduction from a payroll of any amount in excess of \$3,000 which is paid to any workman. This clause will go into force on January 1, 1949.

By vote of the Brotherhood of Locomotive Firemen and Enginemen, its

members are brought within the scope of this Act. Most classes of railway employees are still under the earlier Workmen's Compensation Act under which compensation is recovered by action against the individual employer. The Accident Fund Act permits any of these classes to come within its provisions on a majority vote of the members of their organization.

For a widow or an invalid widower, the allowance has been increased from the \$45, at which it was fixed in 1947, to \$50 a month. The children's allowance of \$12 a month each for those under 16 or, if it is desirable to continue their education for those under 18 years of age, remains the same, but orphans' allowances are raised from \$20 to \$25 per month each.

The maximum compensation to all dependants in fatal cases remains the amount of the workman's average monthly earnings, and where the compensation must be reduced in accordance with this stipulation the 1948 amendment fixes a minimum of \$50 a month for a widow or invalid husband who is the sole dependant, \$62 where dependants are a widow or invalid husband and one child, or \$70 where dependants are a widow or invalid husband and two or more children.

For permanent partial disability, instead of a weekly payment equal to 75 per cent of the difference between the workman's average earnings before and after the injury, the Workmen's Compensation Board is directed, unless it considers it more equitable to make such weekly payment, to estimate the impairment of earning capacity and to pay weekly the proportion of 75 per cent of the earnings which is proportionate to the impairment of earning capacity. Further, even where there is no actual impairment of capacity, the Board may recognize as such any serious, permanent disfigurement about the face or head or other permanent injury. These provisions went into effect on March 25 when the Act was assented to.

Hours of Work

The stipulation in the Hours of Work Act, 1947, against a reduction in wages in any undertaking where the hours had to be reduced to bring them into conformity with the 44-hours limit, which is imposed by the Act unless time and one-half is paid for overtime, has been extended to apply to a period of 18 months, instead of one year, from July 1, 1947, when the Act went into force.

Industrial Standards

The Industrial Standards Act has been amended to include a definition of an employee and to revise the definition of employer. The revised definition is similar to that enacted in the Minimum Wage Act, Annual Holidays Act and Hours of Work Act as a result of a decision under the Minimum Wage Act holding that a foreman was not an "employer" under the Act. "Employer" now means any person, firm or corporation employing one or more persons, including an agent, manager, contractor or subcontractor and any person who has control or direction of one or more employees or who is responsible directly or indirectly for the payment of wages, in whole or in part, or for the receipt of wages by an employee.

Steam Boilers and Pressure Vessels

A new Boiler and Pressure Vessel Act, to come into force on proclamation, will replace the 1940 Act and its amendments. The Act has been extended to cover compressed gas and refrigeration plants, as well as steam boilers and pressure vessels.

To the four classes of engineers' certificates previously required and the welder's certificate which was required first in 1947 are added heating plant and refrigeration engineers' certificates. The qualifications for various classes of certificates are not set out in the statute but are to be prescribed in future by the Lieutenant-Governor in Council.

The powers and duties of boiler inspectors have been made more specific and, in some cases, extended. A Chief Inspector holding a first-class engineer's certificate, and other inspectors are to be appointed under the Public Service Act at salaries determined under that Act. It is stipulated, as before, that no inspector may be interested directly or indirectly in the sale of boilers, pressure vessels, machinery or

equipment used in connection with any plant. The Act now requires periodical inspection instead of inspection when it is considered necessary by the inspector.

To the section requiring the owner to report an explosion of a boiler or pressure vessel forthwith has been added the same requirement with respect to a serious fire involving a compressed gas plant and an accident arising out of the operation of a boiler, pressure vessel or plant which causes death or serious injury. Owners of such equipment are required to maintain an adequately equipped first aid kit.

The Lieutenant-Governor in Council is empowered to issue regulations and may adopt as regulations under the Act any relevant codes, rules or standards with or without change or any part of such codes. Regulations may govern the design and construction of pressure vessels and boilers and equipment used in connection with it; storage, handling, etc. of compressed gas; the licensing of firms manufacturing, selling or installing such equipment, and the fees for the licences; the qualifications of candidates for certificates and the fees for examination. The penalties for offences against the Act have been raised from a minimum of \$5 to a minimum of \$10 and a maximum of \$50 to a maximum of \$300.

Apprenticeship

A minor change in the Apprenticeship Act designates as Schedule A the list of the trades to which the Act applies.

Old Age and Blind Persons' Pensions

A new statute replaces the Old Age and Blind Persons' Pensions Act of 1945, as amended in 1946. Only in two sections are there any changes.

New provisions are added to the section providing for the recovery of pension payments from the estate of a deceased pensioner. The Social Welfare Board may not make a claim where the net value of the estate is less than \$2,000, and where its value exceeds that amount, only the excess may be charged. The Director of Old Age Pensions was empowered by an earlier Act to register in the land titles office a notice of the granting of a pension which described any real estate owned by the pensioner. A similar description of land held by the spouse of the pensioner is now required.

In view of the new Dominion-Provincial agreement concerning the payment of old

age pensions (L.G., 1947, p. 1682), the agreements of 1943 and 1944, added as schedules to statutes passed in those two years, have been revoked and the statutes repealed.

Health Services and Hospitalization

The Health Services Act, 1946, has been amended, and the Hospitalization Act, 1946, has been replaced by a new statute.

Under both statutes, all self-supporting persons, regardless of age, are liable for payment of the tax on behalf of themselves and their dependants. An employer may be required to deduct from the worker's wages the amount of the tax the latter owes, either on his own account or on that of his dependants. If the employer fails to make the required deduction, he is liable to a maximum fine of \$25, but is not liable, as under the previous statutes, to imprisonment in default of payment of the fine.

Miscellaneous

The City Act, 1947, has been amended so that every employee of a city, including policemen, will be considered an employee for the purposes of all legislation concerning wages, hours, trade unions, labour relations or any employment matter, and the city and any administrative agency appointed by the city council and responsible for the payment of wages will be considered an employer.

Legal Decisions Affecting Labour

"Strike" in Alberta Labour Act may be Legal or Illegal.

"Strike" or "lockout" in the Alberta Labour Act may be a legal work stoppage or one that is illegal under the Act was the opinion given by the Appellate Division of the Supreme Court of Alberta on March 24 on a question referred to the Court by the Lieutenant-Governor in Council. The Alberta Constitutional Questions Act authorizes the Lieutenant-Governor in Council to refer to the Appellate Court any question it sees fit to refer.

Chief Justice Harvey, for the Court, referred to a decision of the Judicial Committee of the Privy Council in an Alberta case in which it was stated that the grammatical and ordinary sense of the

Occupiers of garages, service and filling stations in villages and rural municipalities may operate a rotation plan allowing certain establishments to remain open after the normal closing time if a by-law to that effect is passed by the municipal council either on its own initiative or upon petition signed by not less than three-fourths of the occupiers concerned. The Village Act, 1946, and Rural Municipalities Act, 1946, are amended to permit this action.

A change in the Power Commission Act, 1940, gives the Commission authority to investigate accidents directly or indirectly attributable to the handling of natural or manufactured gas.

The Northern Administration Act, which, except for certain financial sections, became effective upon assent on March 25, provides that the Minister of Natural Resources and Industrial Development may grant aid or relief to needy persons in the administrative district established by the Act in Northern Saskatchewan. He may provide medical care and hospital treatment for those financially unable to obtain it for themselves and may recover the expenses incurred from the indigent person, his spouse or parent if the person is under 21 years of age.

The Child Welfare Act, 1946, has been amended to add a new part concerned with the settlement of immigrant children.

A new Credit Union Act is to take effect May 1. It consolidates the 1940 statute and amendments with some changes in wording and certain new provisions. The Co-operative Associations Act has been amended in certain administrative respects.

words used in statutes is to be adhered to unless they would lead to "absurdity, repugnancy or inconsistency with the rest of the instrument". Applying this principle, the Court held that the words "strike" and "lockout" have the same meaning in the Act whether the stoppage is legal or not.—*In re The Constitutional Questions Act, In re Section 57 (2) of The Alberta Labour Act, 1 (1948) Western Weekly Reports 703.*

Canadian Pacific Railway Hotel held by Supreme Court to be under British Columbia Hours Law.

On April 27, the Supreme Court of Canada unanimously held that workpeople employed by the Empress Hotel at Victoria, British Columbia, which is owned

by the Canadian Pacific Railway Company, are governed by the Hours of Work Act of British Columbia. The question of the application of the Act to persons employed by the railway company in the operation of an hotel came before the Supreme Court by way of appeal by the Company from the judgment of the British Columbia Court of Appeal on March 27, 1947, holding that the Act applied. Mr. Justice O'Halloran dissented (L.G., 1947, p. 700).

A collective agreement providing for a 48-hour week was entered into on September 1, 1945, by the Canadian Pacific Railway Company and the Canadian Brotherhood of Railway Employees representing the hotel employees. The union had been certified as bargaining agent for the employees by the Dominion Wartime Labour Relations Board under the authority of the Wartime Labour Relations Regulations (P.C. 1003). The British Columbia Hours of Work Act, as amended in 1947, limited hours for, *inter alia*, certain classes of hotel workers to 44 in a week. A controversy then arose as to the application of the shorter work-week to the Empress Hotel.

Before the Supreme Court, the Company contended that since the Empress Hotel was one of several hotels operated as part of its railway and steamship system it was not within the jurisdiction of the Provincial Legislature. The Attorney-General of British Columbia, on the other hand, argued that the company's hotels are not a part of the railways within the meaning of "railways" in Sec. 92 (10) of the British North America Act or within the meaning of the word "railway" in the section of the Dominion Railway Act which declares the appellant's railway to be a work for the general advantage of Canada.

Section 92 (10) of the British North America Act excepts from the Local Works and Undertakings, in relation to which the Provinces have exclusive authority, "railways" which extend beyond any one Province and, also, "works declared by Parliament to be for the general advantage of Canada."

In the Dominion Railway Act "railway" is defined to include "branches . . . stations . . . wharves, rolling stock . . . property, real or personal, and works connected therewith". Some of these adjuncts of a railway were added to the definition by amendment over a period of years after the original declaration by Parliament in 1888 that the railway should be deemed to

be a work for the general advantage of Canada. Several such adjuncts were added by the Railway Act of 1903, a year after Parliament gave the Canadian Pacific Railway Company power to acquire and operate hotels, yet the word "hotels" was not included in the definition. This omission was considered significant by members of the Court.

As to whether "undertakings such as railways include the business of a hotel proprietor and operator", Mr. Justice Kerwin stated that

however greatly the operation of the Empress Hotel may contribute to the success of the company's railway activities, it is impossible to say that a hotel business is part of a railway undertaking within the ambit of head 10.

Several members of the Court quoted Mr. Justice Duff, as he then was, speaking for the Judicial Committee of the Privy Council in *Wilson v Esquimalt-Nanaimo Railway Company* (1922), a case involving "a work for the general advantage of Canada":

It does not follow, however, that lands acquired by the railway company as a subsidy granted for the purpose of aiding in the construction of the railway and not held by the company as part of its "railway" or of its undertakings as a railway company were withdrawn from the legislative jurisdiction of the Province in relation to "property and civil rights".

Similarly, the Supreme Court held, "the operation of an hotel is not necessarily incidental to a railway undertaking".

In the opinion of Taschereau and Estey, JJ., certain cases in which the Privy Council or the Supreme Court of Canada distinguished "legislative control of . . . railway *qua* railway", "railway legislation strictly so called", "truly railway legislation",

indicate that while the meaning of the term "railway" is not restricted to the roadbed and the rails, it cannot be given a meaning sufficiently wide as to include the term "hotel".

On this point Mr. Justice Rand stated:—

No doubt the conception of an articulated organization of many elements all contributing in greater or less degree to a total result is attractive by its symmetry and unity. The analogy of *Toronto vs the Bell Telephone Company* (1905) is urged but there the question was simply whether for purposes of legislation the local telephone services were to be deemed a separate business or whether the entire services were to be taken as one. The true analogy to that case lies in railway operations proper both within and without the province. But if a telephone company

should embark on the business of manufacturing radio or television receiving sets, a question of a different sort would be presented. . . . It would be unique that in effect ownership of the hotel would fix its legislative subjection.

As regards the stipulation inserted in 1947 in the Canadian Pacific-Canadian National Railways Act, 1933, that the conditions of work of the employees of the two companies who are engaged in the construction, operation or maintenance of the National Railways or Pacific Railways shall be those set out in written agreements between the railways and the employees' representatives, whether the agreements are entered into before or after the commencement of the Act, if the agreements are filed with the Minister of Transport, members of the Court stated that in relation to hotels this provision would be *ultra vires* the Parliament of Canada. Further, although the original Act of 1933 defines "Pacific Railways" to include the hotel system of the Company, it was pointed out that this definition, made for the purposes of the 1933 Act, does not alter the definition of "railway" in the Railway Act which is the definition applying to the section declaring the railway to be a work for the general advantage of Canada.

Mr. Justice Kerwin pointed out that the amendment to the Canadian Pacific-Canadian National Railways Act was enacted not only after the reference of the question to the British Columbia Court of Appeal but after the decision of that Court had been given—*Canadian Pacific Railway Co. v. Attorney-General of British Columbia*, Supreme Court of Canada, April 27, 1948.

Court Upholds Right of Joint Committee under Quebec Collective Agreement Act to Require Certificate of Qualification.

On December 30, 1947, the Superior Court of Montreal rejected with costs an application for a writ of *certiorari* in connection with the conviction of a hairdresser for carrying on her trade without obtaining the certificate of qualification required by the joint committee for the trade in the St. Francis District under the authority of the Collective Agreement Act.

The accused had had a certificate for the St. Hyacinthe District. She had asked the committee's agent for an opportunity to undergo an examination as to her competence but none had been given. She was convicted by a Justice of the Peace in Sherbrooke, and her appeal to the Court

of Sessions of the Peace was dismissed. She then applied to the Superior Court for a review of the evidence.

Mr. Justice Surveyer held that the powers of the boards of examiners established by the joint committees to test the competence of candidates are restricted to their respective districts, that the defendant was required to secure a certificate for the Sherbrooke district before practising her trade there, that the Supreme Court of Canada in 1944 had recognized the wide powers of joint committees in *Le Comité Paritaire v. Dominion Blank Book Co.* (L.G., 1945, p. 1534), that the joint committee had authority to prohibit the carrying on of a trade by an uncertificated person, that tests for certificates are given and graded according to the need for craftsmen, and that it was not for the Superior Court to question the validity of the evidence as to the facts of the case, including the authority given by the committee to lay the complaint, which had been accepted by the Judge of the Court of Sessions.—*Dubois v. Comité Paritaire des Barbiers, etc.* (1948) Cour Supérieure 96.

City Collects Damages from Third Party to Amount of Compensation Paid its Workman.

An employee of the City of Montreal, driving a snow-scraper on a city street, was thrown to the roadway when a truck going in the same direction at a speed of 20 miles an hour struck the scraper. The injured man was unable to work from January 15 to March 10, 1945.

Under the Quebec Workmen's Compensation Act, a municipal corporation is itself liable to pay compensation due its employees. Where a worker is injured under circumstances which entitle him or his dependants to an action against a person other than his employer, the worker may claim compensation or bring an action. If he claims compensation, his right of action against the third party passes to the employer if the latter is liable for the compensation.

In this case, the injured man elected to claim compensation which, with his hospital and medical expenses, amounted to \$175.80. The City then sued the truck driver for this amount. On November 7, 1947, Mr. Justice Collins of Montreal Superior Court, in awarding the amount claimed, stated that the defendant had taken a risk in passing the scraper, and, on the ground of insufficient evidence, he rejected the

defendant's contention that the scraper skidded into the truck.—*City of Montreal v. Briere* (1948) Cour Supérieure 62.

Post-Office Helper is Servant of the Crown—Not Subject to Saskatchewan Minimum Wage Legislation.

On April 28, 1948, the Supreme Court of Canada, in an unanimous judgment, held that provincial minimum wage legislation does not apply to persons hired by a postmaster to assist in the work of the Post Office.

The case arose from the conviction, on February 20, 1947, of the postmistress at Maple Creek, Saskatchewan, for failing to pay an assistant taken into the Post Office for December, 1946, the minimum wage fixed under the Saskatchewan Minimum Wage Act. Her conviction was affirmed by the Saskatchewan Court of Appeal on May 5 (L.G., 1947, p. 847), which held that the assistant, Fleming, was not under the control of the Post Office authorities, that he was not employed pursuant to any statute but merely was the servant of the postmistress, and that the Saskatchewan Minimum Wage Act applied.

As the charge was laid under the Summary Convictions Act of Saskatchewan, there was no appeal to the Supreme Court of Canada but by order of the Governor in Council the question was referred to the Court for final determination as to whether or not the Court of Appeal was right in holding that the Minimum Wage Act was applicable to Fleming's employment.

The Supreme Court, after examining the facts, pointed out that Sec. 91 (5) of the British North America Act vests in the Parliament of Canada the exclusive power to legislate with respect to the "Postal Service". Further, the contention could not be upheld, that, in the absence of any Dominion legislation in relation to the Postal Service fixing the minimum wage to be paid to employees in the position of Fleming, the Provincial Minimum Wage Act applied. As stated by Lord Maugham in *The Debt Adjustment Act Reference* (1943) A.C., p. 356, at p. 370:—

It follows that legislation coming in pith and substance within one of the classes specially enumerated in S. 91 is beyond the legislative competence of the provincial legislatures under S. 92. In such a case it is immaterial whether the Dominion has or has not dealt with the subject by legislation, or to use other well-known words, whether that legislative field has or has not been occupied by the legislation of the Dominion Parliament.

Under the authority of Sec. 91 (5) of the British North America Act, the Parliament of Canada enacted the Post Office Act which provides for the setting up of a Post Office Department for the superintendence and management of the Postal Service of Canada under the direction of the Postmaster General. Sec. 6 of the Act provides for the appointment by the Governor in Council of the Deputy Postmaster General and continues:—

6. (2) Such other officers, clerks and servants as are necessary for the proper conduct of the business of the department may be employed in the manner authorized by law.

The Court cited the statutory authority (Sec. 7, paragraphs (w) and (x)) for the making of regulations for the conduct of the business of the Post Office Department.

Under the powers so given the Postmaster General issued "general instructions relating to Post Offices on the revenue basis." Par. 8 reads:—

8. *Assistants.*—Every Postmaster should appoint an assistant so that the office will not be left without a qualified person to perform the duties during his own necessary absence.

Assistants must not be under 16 years of age and must subscribe to the oath of office.

Subject to age limit, satisfactory character and ability the Postmaster may employ his own staff, and must engage such assistants as are actually required to satisfactorily carry on the work and adequately serve the public.

It was further stated that Mrs. Graham's appointment as postmistress under the Civil Service Act, 1918, carried with it the authority "to provide, supervise and pay the necessary staff of employees" and that it was within her competence to engage Fleming to assist her. According to Sec. 2, Par. (c) of the Post Office Act, "employed in the Canada Post Office" applies to any person employed in any business of the Post Office of Canada".

It seemed clear, in the opinion of the Court,

that the staff of the Postal Service includes persons carrying out duties of the service who are not, in a direct contractual sense, employees of the Crown.

Under the statutory provisions quoted above, Fleming's work was that of a Post Office employee as defined in the Post Office Act, and the regulations thereunder (Sec. 7 (w) and (x)). Moreover, he was subject to the inspection, supervision and suspension provided for in the Act.

The Chief Justice, in his opinion, said that it had been held by the Supreme

Court of Canada *In the Matter of Legislative Jurisdiction over Hours of Labour* (1925) S.C.R., p. 505, that Parliament can legislate as to labour of servants of the Dominion, and that as a rule a province has no authority to regulate the hours of employment of the servants of the Dominion Government. The same thing, in his view, must be said of the wages of persons "employed in the business of the Post Office of Canada".

Further, it was pointed out:—

If the postmistress were not in the Civil Service, but had entered into a contract by which the postal work at Maple Creek

could be said to have been farmed out to her as an independent contractor, it might be that any person taken on was engaged in her service. But here she is acting as a Government employee; and as she has not undertaken to carry out personally all the postal work at Maple Creek, it cannot be said that the assistant is helping her to do her own work. . . .

The Provincial law, then, deals with the employment of an employee in the business of the employer; here the person charged as employer has in fact no business; the actual work for which the wages are earned is done in the service of the Crown; the Crown in these features of the postal administration is not amenable to provincial legislation. *Williams v. Graham*, Supreme Court of Canada, April 28, 1948.

SELECTED DECISIONS OF UMPIRE UNDER THE UNEMPLOYMENT INSURANCE ACT

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held that when a person has been unemployed for a considerable length of time and suitable employment is offered to him in another area the provisions of the Act are such that he ought to accept such employment even if it is not in his home district.—CU-B 139 (9 October, 1946.)

MATERIAL FACTS OF THE CASE:

The claimant, a single man, aged 41 years, registered for employment as a linotypist was last employed in that capacity from February 17, 1931 to July 12, 1945 at 80 cents per hour. On November 5, 1945 he filed claim for benefit which was allowed.

On January 8, 1946 the local office of the Commission notified him by special messenger of employment in his usual occupation at \$30 to \$35 for a 48-hour week. This, although somewhat less than the wages he formerly received, is the prevailing rate of pay in the district, which is 180 miles from the claimant's place of residence. The claimant refused to apply for the situation and the Insurance Officer disqualified him for a period of six weeks commencing January 21 and ending March 3, 1946, under Section 43 (b) (i) of the Act.

From this decision the claimant appealed to a Court of Referees on the grounds that he had to give between 50 and 55 per cent of his salary to help his family and that he could not possibly live away from home on the remainder of his earnings.

The Court of Referees, by a majority decision, upheld the decision of the Insurance Officer.

The claimant appealed to the Umpire from the decision of the Court of Referees on the following grounds:—

1. My mother is a widow, she is 77 years old and has always lived in Quebec; she has been a widow for ten years and she is my dependent.

2. It would have been impossible to bring her with me. I would have been obliged to pay room and board away from home. The rest of my salary would have been used to help my mother.

3. If I would have worked in another city, I would have lost all my opportunities to find employment in this city where I have all my obligations.

4. If I was alone without any dependent, it would have pleased me to go where the employment office of the Unemployment Insurance would have sent me.

For all these reasons I believe that the Umpire of the Unemployment Insurance will be able to find that I am right.

DECISION :

The Umpire's decision was that the claimant should be disqualified and gave as his reasons:—

The facts of the case indicate that the claimant had been unemployed for some length of time and that he was unable to obtain employment in the city where he resided. Where a person has been unemployed for such a length of time and suitable employment is offered to him in another area, the provisions of the Act are such that he ought to accept such employment, when offered to him, even if it is not in his home district.

In this instance the claimant, from the commencement of his unemployment, has expressed strong objection to leaving his home town. The claimant definitely declares that he would not leave for any consideration to work away from home and this appears to have been the real reason for his refusal. The work offered was at the accepted rate of pay in the district for this class of labour and, therefore, was suitable employment. As to the domestic circumstances of the claimant, he has not shown that they were of such a nature as to prevent him from accepting the employment offered.

Held that settlement of a labour dispute does not imply that the stoppage of work due to same has ceased.—CU-B 144 (2 November, 1946.)

MATERIAL FACTS OF THE CASE:

The claimant, a single man, aged 30 years, was employed as a labourer by a steel company from 1939 to July 13, 1946, when he lost his employment by reason of a stoppage of work due to a labour dispute. On October 7, 1946, the claimant filed a claim for benefit because on October 3, 1946, a settlement of the dispute had been agreed upon.

The Insurance Officer disallowed the claim as the stoppage of work due to the labour dispute had not ceased.

From this decision the union, of which the claimant is a member, appealed to a Court of Referees. The claimant was represented by officials of his union. Evidence revealed that a settlement of the dispute had been arranged with the employees by the Steel Controller on October 3 but that the steel company did not assent to the terms of the settlement until October 9, 1946.

The Court of Referees, by an unanimous decision, allowed the claim stating in part:—

1. That the labour dispute which resulted in the stoppage of work at the plant on July 15, 1946 terminated on October 3, 1946, and
2. That the stoppage of work which was in existence on October 7 when the claim for benefit was made, was not a result of a labour dispute which commenced July 15, 1946.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees and based his appeal partly on the following grounds:—

1. That the Court of Referees was in error in deciding that the said labour dispute terminated on October 3, 1946.
2. That the plant could not go into substantial production immediately upon the termination of the dispute on October 9, 1946, and the stoppage of work continued beyond October 9, 1946.
3. That the stoppage of work resulting from the said labour dispute on July 15, 1946 was continuing on October 7, 1946, the date upon which the claimant filed a claim for benefit.
4. That under Section 39 of the revised Unemployment Insurance Act of 1946, the claimant should be disqualified for the receipt of benefits so long as the stoppage of work continues.

DECISION :

The Umpire's decision was that the claim should be disallowed and gave as his reasons:—

I have carefully considered the arguments that were given before me in person by an official of the Commission and counsel for the union. I have also carefully examined the exhibits and submissions placed before me.

The Section of the Act which applies in this case, namely 39 (1) of the amended Act of 1946, states as follows:—

An insured person shall be disqualified from receiving benefit if he has lost his employment by reason of a stoppage of work due to a labour dispute at the factory . . . but this disqualification shall last only so long as the stoppage of work continues.

The Section of the Act referred to is in no way ambiguous. It very definitely implies that an insured person who has lost his employment by reason of a labour dispute shall be disqualified from receipt of benefit so long as the stoppage of work continues. When a plant has been closed down by reason of a labour dispute, it is generally the case that some time must elapse before there can be a reasonable resumption of operations at such premises. This is particularly so in the case of a

steel mill where there must be a necessary lapse of time before the blast furnaces can again be put into operation so as to allow a resumption of work.

It will be generally agreed that the settlement of a labour dispute does not imply that the stoppage of work due to same has ceased. The two terms are in no way synonymous.

Further no hard and fast rule can be laid down under the Act as to when a stoppage of work ceased to exist as the result of a labour dispute. Each case will have to be determined on its merits. In some instances a reasonable resumption of operations might be possible immediately after a settlement of a labour dispute. In other instances there may have to be a certain lapse of time before a reasonable resumption can take place.

From the arguments advanced and the submissions and facts before me, I have come to the conclusion that October 15, 1946 is the day on which there was a reasonable resumption of operations and for the purposes of the Unemployment Insurance Act the stoppage of work ceased on this day.

Under the circumstances, I consider the Court of Referees erred in their decision when they decided that the stoppage of work had ceased on the day the settlement of the strike took place, namely October 3, 1946.

My decision, therefore, is that the stoppage of work within the meaning of the Act, ceased at midnight on the 14th day of October, 1946.

UNEMPLOYMENT INSURANCE STATISTICS,* MARCH, 1948

Reports prepared by the Dominion Bureau of Statistics state that during March, 1948, a total of 76,248 claims for Unemployment Insurance benefit was recorded in local offices of the Unemployment Insurance Commission, compared with 88,016 in February and 53,333 during March, 1947. Revised claims (that is, reconsiderations of existing claims) included in these totals, numbered 12,379 in March, 11,293 in February and 9,658 in March last year. Thus, initial and renewal claims, representing largely new cases of recorded unemployment among insured persons, totalled 63,869 during March, 1948, 76,723 during February, 1948, and 43,675 during March, 1947.

The number of ordinary claimants on the live employment register at March 31 was 136,356 (107,777 males and 28,579 females) compared with 146,074 (116,676 males and 29,398 females) at February 28 and 103,291 (80,451 males and 22,840 females) at March 31, 1947. Ordinary claimants are those who are claiming benefit on a full-time basis, that is, are either separated from their previous employment or have been laid off for a time. In addition, there were 5,249 (4,516 males and 733 females) other claimants on the live

register at March 31 as against 7,279 (6,444 males and 835 females) at February 28, and 3,755 (3,438 males and 317 females) at March 31, 1947. Other claimants are mainly short-time claimants, that is, those who have been put on short-time at their places of employment.

A total of 86,056 claims was handled at adjudicating centres during March, including 1,472 referred to Courts of Referees and 1,292 revised claims representing special requests not granted, that is, requests for ante-dating, extension of the two-year period and dependency rate of benefit). Of the remaining cases handled, 62,386 were considered entitled to benefit and 20,906 not entitled to benefit.

The chief reasons given by adjudicating officers for considering claimants not entitled to benefit during March were: "insufficient contributions while in insurable employment" 9,384 cases, "voluntarily left employment without just cause" 4,618 cases, "not unemployed" 2,392 cases, and "refused an offer of work and neglected an opportunity to work" 1,675 cases.

During March, 154,754 persons drew one or more benefit payments amounting to \$6,629,826 for 3,364,791 compensated unemployed days compared with 138,417 persons

* See Tables E-1 to E-7.

paid \$5,017,492 for 2,544,452 compensated days in February and 109,625 persons paid \$4,479,875 for 2,304,914 days during March, 1947. Thus, the average duration of the unemployment compensated was 21.7 days in March, 18.4 days in February and 21.0 days in March last year. The average amount of benefit paid per beneficiary was \$42.84 in March, \$36.25 in February and \$40.87 during March, 1947. The average amount of benefit paid per compensated day of unemployment was \$1.97 in March, \$1.97 in February and \$1.94 in March last year.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending March 31, 1948, showed 3,407,737 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1947, an increase of 49,753 since February 28, 1948.

As at March 31, 1948, 189,799 employers were registered as having insurable employees representing a decrease of 914 since February 28, 1948.

WAGE RATES, HOURS AND WORKING CONDITIONS IN THE LOGGING INDUSTRY, 1947*

Approximately 107,000 workers were reported engaged in logging operations in 1947. The index of wage rates for Canada, based on rates in 1939, had reached 195.6, with a figure of 223.4 for the coastal region of British Columbia. The six-day week was common in the seasonal operations of Eastern Canada while nearly all the British Columbia Coastal workers were on a five-day, 40-hour week.

Two regions are dealt with separately in this article, namely the coastal area of British Columbia and Eastern Canada, which includes Ontario, Quebec, New Brunswick and Nova Scotia. The reason for this is the great difference in woods operations in these two regions. Owing to the fact that the timber is much larger than in Eastern Canada, the industry in British Columbia is more highly mechanized. Operating methods and therefore occupations are considerably different. The Prairie Provinces and the inland area of British Columbia have not been included.

The material for Eastern Canada covers the last pay period preceding February 1, 1947, for the woods operations, with additional data on the spring river drive reported in July. Since logging in British Columbia is a year-round operation, the usual survey time, the last pay period prior to October 1, has been maintained. Because of the size of the logs and the mountainous nature of the country, the river drive is not used for transporting the timber as in the East, and the logs are either emptied directly into the ocean by means of

*The information in this article was prepared from data obtained in the general annual survey of wage rates and hours of labour for 1947 made by the Research and Statistics Branch of the Department of Labour. Employers were asked to report on certain conditions of work as well as to give, by occupation, their straight-time wage or salary rates or the average straight-time earnings for employees on piecework. In arriving at the average wage rates shown in the accompanying tables, both time and piecework averages have been weighed by the number of employees in each occupation as reported by contributing firms. A range of rates is shown for each average which is based on the middle 80 per cent of the employees used in the average. By excluding the extremely high and extremely low rates in the distribution, the limits are shown which include the great majority of the workers. The rates for all workers in each occupation are included in the averages, however. These rates are preliminary but it is anticipated that final figures which will appear in the annual report, *Wage Rates and Hours of Labour in Canada, 1947*, will show no significant change.

For a summary of provincial legislation on working conditions, see *Provincial Labour Standards Concerning Child Labour, Annual Holidays, Hours of Work, Minimum Wages and Workmen's Compensation*, an annual publication of the Legislation Branch of the Department of Labour.

This is the first of a series of articles dealing with 1947 information by industry; comparable data on 1946 material for other industries was published monthly in the *LABOUR GAZETTE* from July, 1947.

flumes and towed to the mills or are brought out by rail.

Indices of wage rates shown below give comparative figures, based on rates in 1939 as 100. The index for Western Canada is based on rates in the coastal area of British Columbia only.

Year	Canada	Eastern Canada	Western Canada
1939.....	100.0	100.0	100.0
1940.....	104.9	105.9	101.1
1941.....	114.0	114.8	110.8
1942.....	125.9	124.9	129.7
1943.....	143.1	142.0	147.5
1944.....	146.1	143.2	156.8
1945.....	153.3	151.4	160.5
1946.....	167.4	162.8	184.9
1947*.....	195.6	188.2	223.4

* Preliminary.

Although the Western Canada index of wage rates lagged behind that for Eastern Canada until 1942, it was well ahead of the latter by 1947. The index for 1947 for Western Canada revealed the fact that average rates had more than doubled in that area since 1939.

Eastern Logging

In compiling data on the logging industry in Eastern Canada, returns from 177 establishments, employing some 94,000 workers, were used. More than half of the men were employed in Quebec camps.

Two-thirds of the workers reported in the survey were in 26 establishments employing over 1,000 workers each, while slightly more than half the establishments, employing not more than 150 workers each, accounted for only six per cent of the total employment.

Separate information on river driving operations was obtained in 72 returns from companies which reported some 22,100 men on this work during the 1947 drive; two-thirds of these men were employed in the Province of Quebec.

Collective Agreements.—Ontario was the only province in Eastern Canada in which union agreements were reported and these were mainly in establishments at the Head of the Lakes. A total of 20,200 employees in 21 of the 66 establishments were covered by agreements, which in all cases were with the United Brotherhood of Carpenters and Joiners of America (Woods Division).

Wage Rates (Table II).—This table shows 1947 average wage rates for selected occupations in Eastern Logging, the general level of which had risen by more than 88 per cent over 1939. Eight of the nine occupations shown are paid on a daily time

rate. Board and lodging for these are provided by the employer in addition to the rates shown, with an average reported value of from 60 to 70 cents per day. For pulpwood cutters, who are paid on a piecework basis, the average straight-time earnings shown represent a gross amount from which the worker must pay his board.

While 1947 wage rates in this industry in Eastern Canada showed an average increase of 16 per cent over rates in 1946, this was not in the nature of a single general increase. Since the workers are not fully organized and are not covered by collective agreement except to some extent in Western Ontario, rates tend to be less standardized.

For Eastern Canada as a whole, the average wage rates of time workers in 1947 ranged from \$3.66 per day for cookees to about \$5.50 for blacksmiths and cooks. Increases over 1946 were from 28 to 94 cents per day. Average earnings of pulpwood cutters in 1947 were 93 cents higher, at \$7.15 per day. No clear pattern of wage differential was apparent between the Maritimes, Quebec and Ontario; however, average wage rates for the majority of occupations in 1947 were somewhat higher in Quebec than in either of the other regions.

Standard Hours of Work (Table III).—Either an eight, nine or ten-hour day, six days per week was reported in practically all of the returns. The 84 establishments which reported working a ten-hour day accounted for 60 per cent of the total employment; the 40 establishments on an eight-hour day included 25 per cent, while another 14 per cent in 40 establishments were reported working a nine-hour day.

Overtime Rates of Pay.—The majority of the establishments in Eastern Canada did not report overtime rates, due probably to the fact that the industry is a seasonal one.

Only 11 of the 177 establishments whose returns were used reported premium pay for overtime. In all but a few cases, payment was at a rate of time and one-half, with one reporting time and one-quarter for Sunday and holiday overtime, another double time on Sundays and one other a premium of 40 cents per hour for overtime during the work week.

Vacations with Pay.—Since logging operations are seasonal, paid vacations are not particularly applicable to this industry. However, 55 establishments reported vacations with pay to their permanent employees, exclusive of office or salaried

staff. The majority gave one week after one year of service, with a few of these reporting a vacation of two weeks after either five or ten years of service. The remaining establishments gave two weeks after one year of service.

British Columbia (Coastal)

The Logging Industry in the coastal region of British Columbia is a year-round operation. In this as in other respects it differs from Eastern Canada where operations are seasonal.

Returns from 93 establishments, employing 10,600 workers during the survey period, were used in compiling data on the industry in this area. Although 70 per cent of the establishments employed not more than 100 workers each, they accounted for only 24 per cent of the employment in the industry; more than half the workers were in 20 establishments employing between 150 and 500 workers each.

Collective Agreements.—Of the 93 establishments who submitted returns in the 1947 survey, 71 reported 9,600 employees, or 93 per cent of the total employment, under collective agreement, in all cases with the International Woodworkers of America.

Wage Rates (Table IV).—Wage rates in the coastal area of British Columbia in 1947 were 20 per cent higher than in 1946. The main reasons for this substantial increase were an increase of \$1 per day, effective June 20, 1947, as a result of negotiations between operators and the International Woodworkers of America, along with an unprecedented gain in the average piecework earnings of about 2,000 fallers and buckers, in addition to the increase in their basic rate.

Table IV shows average wage rates in 1947 in a selected list of occupations. Increases in average rates over 1946 ranged from 71 cents per day for Locomotive Engineers to \$1.37 for Cooks, along with

an increase of \$3.94 per day for fallers and buckers, who are predominantly on piecework.

Standard Hours of Work.—Eighty establishments, employing 95 per cent of the total number of workers, were reported working a five-day week. All but one of these reported a 40-hour week; the exception, on a 44-hour week, worked an extra hour each day from Monday to Thursday inclusive.

Weekly hours in the 13 establishments working a six-day week ranged from 42 to 48 hours, with ten of the establishments on a 44-hour week. The three other establishments, working either a 42 or 48-hour week, were on a seven or eight-hour day.

Overtime Rates of Pay.—Time and one-half was the only premium rate reported with the exception of one establishment reporting a payment of double time for Sunday work. Of those giving information on overtime through the work week, 74 establishments reported a rate of time and one-half after daily hours had been worked while 12 gave it only after 40 hours in the week and in another case, only after 44 hours. The two establishments reporting a standard work week of 48 hours gave time and one-half after 40 hours.

Sixty-one of the establishments on a five-day week reported a rate of time and one-half for Saturday work. In 69 cases, payment for Sunday work was reported at time and one-half, while work on observed statutory holidays was reported at this same rate in 74 instances. The remaining establishments either did not give overtime information or stated no overtime was worked.

Vacations with Pay.—Of the 87 establishments giving information on paid vacations all but two, who gave one week after six months of service, reported an initial vacation of one week after one year of service.

TABLE 1.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE LOGGING INDUSTRY IN EASTERN CANADA, 1947

	Eastern Canada	Nova Scotia	New Brunswick	Quebec	Ontario
Total Establishments.....	177	15	28	68	66
Employees:					
Male.....	92,803	1,590	10,516	48,108	32,589
Female.....	1,470	11	51	548	860
Total.....	94,273	1,601	10,567	48,656	33,449

TABLE II.—WAGE RATES IN EASTERN CANADA LOGGING, 1947⁽¹⁾

NOTE.—Board and lodging are supplied in addition to rates shown except in the case of pulpwood cutters to whom lodging only is supplied. Where board is supplied, the average value is 65 cents per day.

Occupation and Locality	Average Wage Rate per Day	Range of Rates per Day
	\$	\$
<i>Blacksmiths</i>		
Eastern Canada.....	5.51	.....
Maritime Provinces.....	4.76	4.75-5.00
Quebec.....	5.60	4.50-6.73
Ontario.....	5.55	4.81-6.50
<i>Choppers, Cutters and Sawyers</i>		
Eastern Canada.....	4.19	.....
Maritime Provinces.....	4.41	4.05-5.00
Quebec.....	4.06	3.46-4.80
Ontario.....	3.87	3.08-4.75
<i>Cooks</i>		
Eastern Canada.....	5.45	.....
Maritime Provinces.....	5.49	4.69-5.75
Quebec.....	5.47	4.17-6.00
Ontario.....	5.03	4.17-6.43
<i>Cookees</i>		
Eastern Canada.....	3.66	.....
Maritime Provinces.....	3.68	3.25-4.00
Quebec.....	3.79	3.00-4.50
Ontario.....	2.92	2.50-3.50
<i>Loaders</i>		
Eastern Canada.....	3.93	.....
Maritime Provinces.....	4.17	4.00-4.25
Quebec.....	3.97	3.50-4.00
Ontario.....	3.73	2.89-5.00
<i>River Drivers</i>		
Eastern Canada.....	4.46	.....
Maritime Provinces.....	4.53	4.00-5.50
Quebec.....	4.42	4.00-5.50
Ontario.....	5.03	4.50-6.00
<i>Road Cutters</i>		
Eastern Canada.....	3.86	.....
Maritime Provinces.....	3.98	3.85-4.00
Quebec.....	4.18	3.46-5.39
Ontario.....	3.17	2.69-3.85
<i>Teamsters</i>		
Eastern Canada.....	4.85	.....
Maritime Provinces.....	4.35	4.00-4.50
Quebec.....	5.00	4.00-6.05
Ontario.....	3.93	3.08-5.00
<i>Pulpwood Cutters⁽²⁾</i>		
Eastern Canada.....	7.15	.....
Maritime Provinces.....	6.10	5.50-7.40
Quebec.....	7.17	6.11-8.00
Ontario.....	7.67	6.30-8.85

(1) Preliminary.

(2) On piece-work.

A maximum vacation of two weeks was reported by 52 establishments, after five years of service in 47 instances; the remaining five establishments reported that only one or two years of service were required.

Statutory Holidays.—Although all establishments observed from six to eight statutory holidays in the year, only seven establishments reported paying for all those observed, while in two other instances only two of the total holidays were with pay.

TABLE III.—STANDARD OR NORMAL WORKING HOURS FOR MALE EMPLOYEES IN THE LOGGING INDUSTRY IN EASTERN CANADA, BY ESTABLISHMENTS, 1947

Standard Hours	Eastern Canada	Nova Scotia	New Brunswick	Quebec	Ontario
WEEKLY					
42.....	1		1		
48.....	40	1	3	4	32
51.....	1	1			
53.....	3	2	1		
54.....	40	9	13	4	14
55.....	4			3	1
59.....	4		1	1	2
60.....	84	2	9	56	17
Total Establishments...	177	15	28	68	66
DAILY					
Monday to Friday		Saturday			
7	7		1		
8	8	38	1	3	4
9	3	2			2
9	6	1	1		
9	8	3	2	1	
9	9	39	9	13	4
10	4	1			1
10	5	4		3	1
10	9	4		1	2
10	10	84	2	9	56
Total Establishments....	177	15	28	68	66

TABLE IV.—WAGE RATES IN BRITISH COLUMBIA COASTAL LOGGING, 1947⁽¹⁾

NOTE.—Lodging, but not board except for cooks, is supplied in addition to rates shown.

Occupation	Average Wage Rate per Day	Range of Rates per Day
	\$	\$
Boommen.....	9.43	9.08-10.11
Bullcooks and Flunkies.....	7.63	7.60- 7.64
Chasers.....	9.28	9.24- 9.31
Chokermen.....	8.84 ⁽²⁾	
Cooks.....	9.94 ⁽³⁾	7.86-10.86
Donkey Engineers.....	10.95	10.44-11.91
Fallers and Buckers.....	17.27 ⁽⁴⁾	10.36-22.80
Loaders.....	9.40	9.28- 9.55
Locomotive Engineers.....	9.93	9.80-10.04
Locomotive Firemen and Brakemen.....	8.04	7.86- 8.80
Rigging Slingers.....	9.96 ⁽²⁾	
Roadmen and Swampers.....	8.56	7.96- 9.06
Sectionmen.....	8.12	7.80- 8.60
Signalmen.....	9.28 ⁽²⁾	

(1) Preliminary. (2) Predominant rate. (3) With board. (4) Mostly piece-work.

An analysis of the current employment situation prepared by the Research and Statistics Branch, Department of Labour on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

CURRENT EMPLOYMENT CONDITIONS

In response to seasonal influences, employment has undergone steady advances since early in March. By the end of April, unemployment, which at the winter peak was only 3.2 per cent of the labour force, had fallen off appreciably and sporadic labour shortages were already apparent. The passage of the European Recovery Program in the United States had brightened the outlook for sustained high employment levels in many of the export industries. As early as March, the volume of immigration had broken all previous monthly records since 1930 and further gains were expected throughout the ensuing months of 1948.

The seasonal upswing in employment which began in March will provide further stimulus for expansion until well on in the summer season. The seasonally unemployed of the winter months were rapidly being absorbed and by May labour shortages were expected to be fairly general. At no time during the seasonal slump had the unemployed accounted for more than 3.2 per cent of the labour force while employment levels had held at around 4,700,000 during the winter months.

The basic outlook for employment had been improved with the passage of the \$6 billion European Recovery Program by the United States Congress. This Program will sustain many of the present export markets for Canadian goods which were becoming ineffective because of dollar scarcities.

The program for increased immigration during 1948 was well under way and, judging from the continued advance made in the first quarter over last year's record, the 100,000 objective for immigration will be reached if not surpassed during 1948. Over 10,000 immigrants entered Canada during March, the highest monthly record since pre-depression years. The group movements of Displaced Persons, a component of the above total, have also been stepped up during the spring months, and, by the end of April, a total of 10,000 persons had arrived since last summer to

to take up specific jobs in Canadian industry. The industrial distribution of the latter group was as follows: logging, 36 per cent; domestic service, 21 per cent; mining, 13 per cent; construction, 10 per cent. textiles, 10 per cent; labourers for various industries, 10 per cent.

New capital investment during 1948, an indicator of future employment trends, will total approximately \$2.8 billion, according to estimates prepared by the Department of Reconstruction and Supply (L.G., May, 1948, p. 443). Although this will be 17 per cent greater than the \$2.4 billion achieved in 1947, the increase is almost entirely accounted for by the rise in prices. In terms of physical volume, new investment is expected to be approximately equal to that of 1947. The fulfilment of the 1948 program will largely depend upon the uninterrupted flow of building supplies which will, in turn, rest upon the maintenance of industrial peace in the basic industries.

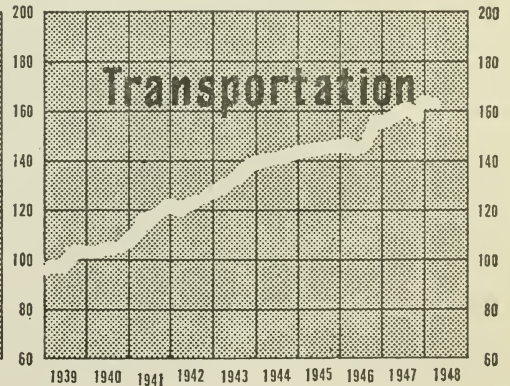
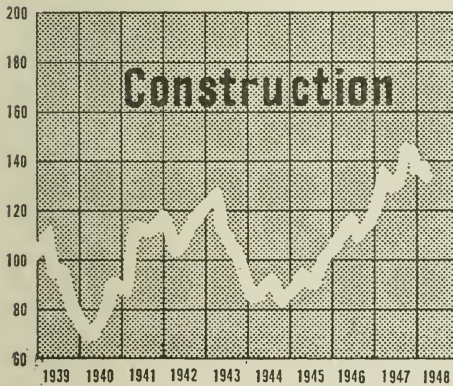
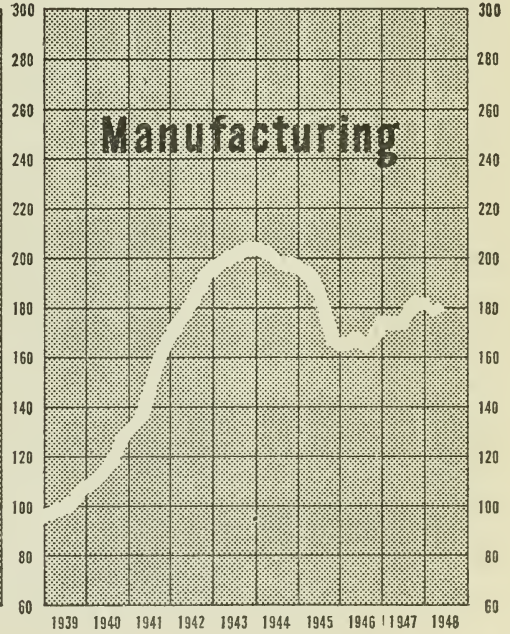
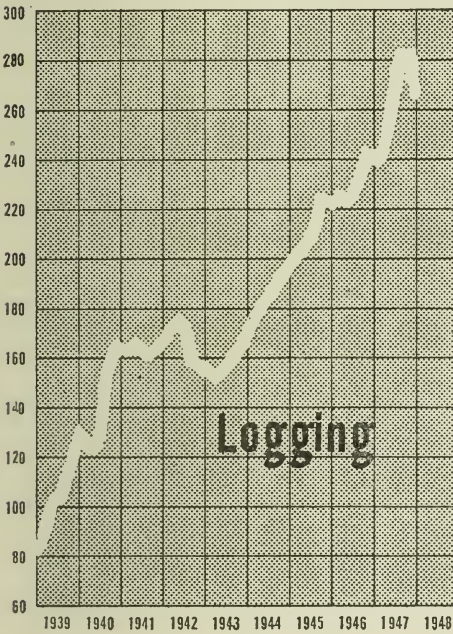
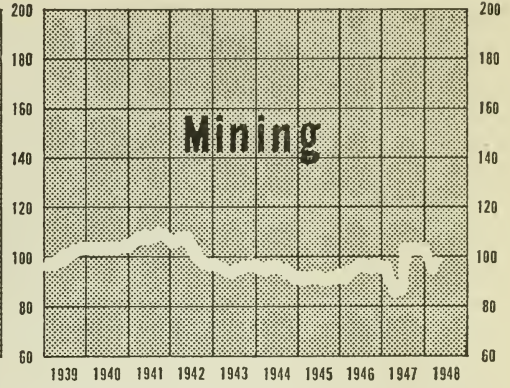
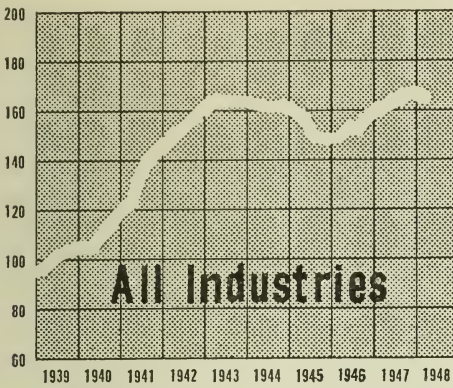
Agriculture

The farm labour force, which averages around 1,000,000 workers over the year, expanded appreciably during April and initial spring work began in areas where weather conditions permitted. Cold weather in general had retarded work and seeding was from one to two weeks behind schedule. In the Prairies, where flood

EMPLOYMENT TRENDS IN CANADIAN INDUSTRIES, 1939 TO 1948

Average: 1939 = 100

Seasonally Adjusted



conditions had aggravated the slow season, little work had been done by the end of April. The situation was not serious as yet, however, and it was expected that seeding would be fairly general by the middle of May.

Plants were already under way to meet seasonal labour requirements through a program of transferring workers under the direction of the National Employment Service. The first two interprovincial movements were expected to be larger than in 1947, despite the relief currently being received through immigration.

First, the movement of girls from the Prairies to British Columbia for fruit picking was expected to require 1,000 girls; in 1947 approximately 850 girls were transferred for this work. The movement was scheduled to begin around the middle of June. At the same time, Western help will be transferred to Ontario for haying. Estimates of needs in this program were placed at 2,500 as against 1,000 workers transferred in 1947.

Non-Agricultural Industry

Industrial production reached a new high during the first quarter of 1948, despite seasonal influences and interruptions caused by power and gas shortages. The index of industrial production (1935-39=100) stood at 182.9 during March, as against 179.6, the highest point reached in 1947. Employment correspondingly reflected an increase although seasonality had affected it to a greater extent than general production. At the beginning of March, the index of industrial employment, as reported by firms with 15 or more employees, totalled 189.0 (Base. 1926=100). This index, although somewhat below the seasonal high attained in December was, nevertheless, 5 per cent above the level recorded one year before.

The month of April saw a substantial over-all gain in employment, due mainly to accelerated activity in the seasonal industries. Construction work had opened up in all main areas although inclement weather and uncertain labour relations had slowed down expansion. In transportation, employment expanded in response to the opening up of inland waterways and removal of provincial bans on highway traffic. Manufacturing employment showed only minor advances during the month.

An increase in the hourly rate of earnings and a longer work-week had

brought about a marked rise in weekly wages of hourly-rated workers in manufacturing during February. At the same time, the rise in the cost of living was levelling off and real earnings (earnings computed in relation to the cost of living) were again pointing upwards. This uptrend contrasted with the substantial downward movement evident during the previous two months. Nevertheless, the rise was not sufficient to pick up the aggregate drop over the last three quarters of 1947 and, consequently, real earnings were still well below the level reported one year previous. At March 1, the index of real earnings (Av. 1946=100) stood at 103.1 as against 101.0 and 106.1 one month and one year before respectively.

The *mining* industry indicated relatively little change in employment during April; it was probable that employment stood at slightly over 68,000, the number recorded at February 21, the latest date of reporting. Employment in the Maritime coal mines was steady with much reduced absenteeism and labour turnover. This was accompanied by an encouraging rise in daily production. Labour peace had been restored in all coal mines in Western Canada, with a few minor exceptions; employment, nevertheless, was falling off with the exit of farmers who had been employed in mines during the winter months. Metallic mines were indicating some expansion in staff but hirings in general were fewer than at this time last year. This was, in part, due to the absorption of displaced persons of whom 1,218 had arrived by the end of April.

Manufacturing employment, which totalled just over 1,200,000 in the latter part of February, had gained moderately during the following two months due both to cyclical and seasonal influences.

The secondary textile industry had been forced to lay off some workers during the spring months because of material shortages. This shortage resulted from restrictions on the import of American-made textiles coupled with the failure of British goods to appear in the domestic market in any substantial degree. Primary textile industries, on the other hand, were endeavouring to fill the gap left by the reduced imports, and employment was increasing. Shipbuilding employment had declined, partially because of lack of contracts and also due to shortage of certain types of steel necessary to complete work

on contracts on hand. This shortage was aggravated by the soft coal strike in the United States. Some weakness was evident in the rubber tire manufacturing industry as an over-supply situation had developed and employment was dropping slightly. Employment was still expanding in the agricultural implements industry. All other manufacturing groups were either stable or showing slight tendencies to expand.

The demand for labour in the manufacturing industries was markedly smaller than at this time last year. This did not necessarily mean any weakness in the general situation, but rather that the labour force was becoming more stable and labour turnover was considerably lower. Skilled workers were still in short supply. Labour relations were fairly stable during the month with only a few minor strikes in evidence.

Construction work was getting under way during April and employment was estimated to be running 10 to 15 per cent above that of last year. This increase had resulted primarily from the urgency of demand which sustained a fair amount of employment even through the generally inactive winter months. The latest Labour Force Survey of employment indicated that 219,000 workers were engaged in construction at the end of February. This represented a 17 per cent increase as compared with the 187,000 employed one year before.

Contracts awarded marked a substantial advance over the relatively low level of January and February and by the end of April the aggregate value for the first four months (\$209 million) exceeded the comparative total for 1947 by slightly over 10 per cent. Because of increased building costs, however, the physical volume of construction under contract would not yet equal that of 1947.

A further boost in building costs appeared imminent at various trades in the construction industries placed their demand for substantial wage increases during the past month. A considerable number of settlements were reached during the month and from the material on hand it was probable that wage increases granted would average around 10 to 15 cents per hour.

The situation in **trade** establishments remained relatively stable during April. Growing consumers' resistance to higher price levels has definitely checked expansion in employment and there was little

possibility that this trend would be reversed under existing economic conditions. Employment at the end of February stood at 657,000, a drop of 23,000 from the number reported in the middle of November, 1947. Labour needs have been smaller than at any time in the post-war period which, in part, was accounted for by the drop in labour turnover. Nevertheless, jobs were available for the well-qualified or those willing to accept work in out-of-town areas.

The **service** industries, which employed 837,000 persons at the end of February, were experiencing more favourable employment conditions than at any time since the initial years of the war. The current level of employment was 14 per cent above that of February, 1946, and 2 per cent beyond that of 1947. Marked improvement had been apparent in the stability of employment as labour turnover had declined appreciably. At the same time, the serious shortage of domestics was eased to some extent, both through the immigration of Displaced Persons and by a slightly increased flow of Canadian women into household work.

Nevertheless, there were still many openings for qualified help in garages, hotels, restaurants, laundries and other service establishments. The active tourist season expected this year will further aggravate these shortages. Students will provide the main source of employment for tourist resorts although there will also be an influx of service workers now employed in city establishments. Obtaining replacements for the latter group will be one of the chief problems in the industry during the summer months.

Employment Service Activities

The spring upswing had gained considerable strength by the end of April and unplaced applicants were 35,000 fewer than at the seasonal peak. The unplaced totalling 165,000 at the end of April, were still above last year's total but the difference was now entirely confined to women.

The registration of new applicants had fallen off appreciably by March—28,000 registered each week as against 38,000 in January. Nevertheless, recovery was sporadic until the latter part of April. The skilled and semi-skilled categories indicated the earliest improvement, applicants in this class accounting for 58 per cent of the total decline in the unplaced during

March. Recovery in the unskilled classifications was slow but by mid-April, construction was strengthening demand substantially. The season was well advanced in some areas, especially Ontario, and labour shortages were already apparent. Clearance was being used to recruit additional help, but, as formerly, housing shortages retarded the number of transfers actually effected.

There was, of course, considerable activity taking place in the labour market which was not being channelled through the Employment Service. This situation was particularly true at this time of year when seasonal industries were drawing in their regular work force. Loggers were returning to their farms, seamen were being re-hired on their ships, and construction gangs were again assembling, usually under agreements previously arranged between employer and employee. Also, with the more plentiful supply of labour, more workers were tending to be hired "at the gate" than in 1947. It was probable, therefore, that seasonal unemployment, which at its peak was only 3.2 per cent of the labour force, may have been dissolving at a considerably more rapid rate than was indicated in the Employment Service statistics.

A minor improvement in placement activity was evident during March. Gains in the summer-active mining, construction and agricultural industries offset the continued downtrend in logging placements. Industrial placements declined slightly. Increased hiring, being largely in the seasonal industries, was confined to male workers; placements among women continued at the February level. Marked improvement in the placement rate was expected in April since 10 per cent more jobs were reported during March and a fair number of these openings were deferred until April.

Fewer persons were claiming unemployment insurance at the end of March than one month before. Live claims at the end of March stood at 136,356, as against 146,074 one month earlier. However, the number of persons collecting benefits during March was substantially higher than in February. The time lag which occurs between the filing of claims and actual receipt of benefits accounted for the apparently contra-seasonal movement. The number in receipt of benefits during March (154,754) was higher than all previous records for 1947 and 1948 and was only

exceeded in two previous months—February and March of 1946. Unemployment in the post-war period had been relatively minor, nevertheless. In only one month since the inception of the Insurance Fund have benefits paid out exceeded contributions into the Fund. This was during March, 1946.

In the *Executive and Professional* offices, a steady flow of job-orders had been maintained throughout the winter months. Activity in this field tends to vary with fluctuations in labour supply rather than with changes in demand. The peak in placement work usually occurs during the spring when university graduates are seeking work although the increased flow of immigrants during 1947 bolstered placements later in the season. Placements during March averaged 47 per week leaving 2,402 applicants unplaced at the month-end.

In general, there were positions available for well-qualified professional or executive personnel, although there is an over-supply in a few occupations and among applicants with only average qualifications. For example, the dental technician field had been somewhat overcrowded in the past year. A large number were trained in the armed services but since demand in civilian work is relatively static, depending upon the number of dentists practising, jobs have not kept pace with the greatly increased supply of workers. Because of the specialized nature of the work, there are few related occupations to which they can turn for alternative employment.

By the end of April, university students seeking summer jobs were beginning to enter the labour market. The outlook for technical students, especially engineers, was good and the large majority had secured jobs prior to leaving school. In the general course, the situation was less promising; several university centres, notably Vancouver, Winnipeg, Montreal and Halifax, had a fair number of unplaced students on file at the end of the month. Unskilled vacancies, which many would have to accept because of lack of specific training, were in shorter supply than in 1947, especially in mining, transportation, and trade. These industries had previously provided a considerable number of jobs for student workers. However, as activity accelerates in construction, the majority

of students now unplaced should be able to secure jobs in some type of building or related work.

Regional Analysis

The *Maritime* region was benefiting from accelerated activity in construction, fishing, and agriculture, and employment conditions showed definite improvement by the end of April. However, pockets of unemployment continued in the New Glasgow and Sydney areas and even full seasonal activity will probably not provide sufficient work for the jobless in these districts.

The fishing industry was now in the initial stages of expansion following the break in spring weather. Deep-sea fishing was becoming more active and lobster fishing will begin shortly. Fish processing plants were about to open which will provide jobs for hundreds of workers, especially women. Because of the lower prices and increased competition for markets, however, it was doubtful if overall employment levels in the fishing industry would reach those of 1947.

Construction work was accelerating and marked reduction in the unemployed, especially skilled men, took place during April. Greater construction activity was expected in the forthcoming season than in 1947. Forecasts by the Department of Reconstruction and Supply estimated that \$25 million will be spent on new capital investment as against \$21 million in 1947. A heavy program of public works projects, especially in Nova Scotia, was responsible to a large extent for the expansion.

The *Quebec* region experienced the usual spring upswing in employment during April. The increase in activity this year was somewhat later than in 1947 since construction work was slow in starting and the logging drive was held up until May. Nevertheless, labour shortages were developing by the end of April, especially in the larger industrial centres.

Employment conditions in the rural areas of Quebec, however, had been unfavourable during the spring months. The earlier release of woods workers had extended the period of unemployment of loggers prior to their absorption in the summer-active industries; many who would have turned to mining employment were unable to find openings. The month of May, however, should see a decided improvement as the river drive gets under way and construction and agriculture are again fully operative.

There were minor fluctuations in employment trends in the manufacturing industries during April. The pulp and paper industry was hiring many men for wood-yard and other seasonal work; iron and steel and non-ferrous metal groups also indicated increases in employment. Some slackening off, however, had occurred in a few industries. The leather industry was encountering a marked drop in demand for shoes and many plants were reducing production. Similarly the furniture and tobacco industries reported decreased demand and lay-offs have been forced in some plants.

The *Ontario* region was well advanced in the seasonal upswing and labour shortages were developing rapidly by the end of April. Labour demand stemmed largely from agriculture and construction, although there was also a moderate gain in hirings in industry.

Labour demand in agriculture was somewhat heavier than usual. This was attributed to the fact that, with the larger movement of farm workers to the cities during the past winter, a greater number had permanently settled in urban centres. Lively interest, therefore, was being displayed towards immigration of Dutch farmers and Displaced Persons. However, since many of those requested will not have arrived in time for early summer work, a large transfer of Western help was being planned to aid in haying operations.

Manufacturing industries in many areas reported a mild seasonal increase in hirings. Most plants, however, were fully staffed and a decrease in labour turnover was evident. There were a few instances of lay-offs because of lack of orders and shortages of materials. The radio and rubber industries reported glutted markets in some cases and the Ontario wine industry was expected to cut production because of high inventories. However, on the whole, the labour market was still very strong and employment showed little signs of slackening during 1948.

In the *Prairie* region unseasonable weather experienced during March culminated in flood conditions during the latter part of April and this, accordingly, was reflected in a slower upswing in seasonal activity. Poor road conditions also had a depressing effect upon retail and wholesale trade, and on meat packing plants because of lack of livestock deliveries. The set-back, however, was temporary and was not expected to affect the level of summer employment.

Agricultural seeding operations were expected to begin during the first two weeks of May, depending on the district and soil conditions. On the whole, farm labour was reported to be fairly plentiful for spring operations. Demand for help was mainly for skilled men who were capable of operating and repairing farm machinery; unskilled labour, on the other hand, was only in small demand.

Construction will again be a prime source of employment, and shortages of skilled tradesmen may be expected to develop early. Forecasts of capital expenditure made by the Department of Reconstruction and Supply indicated that proposed capital investment in 1948 on construction, machinery and equipment by manufacturing, mining, woods operators and selected utilities would be considerably larger than in 1947. Gross capital expenditure was forecast at \$95 million in 1948, as compared with \$89 in 1947.

In the *Pacific* region the seasonal increase in labour market activities was slowly gaining momentum. Construction work had been held back because of

weather conditions and logging operations had not yet reached their peak. The shipping strike had been settled and many seamen were back at their jobs.

More logging camps were opening up as logging conditions in coastal regions improved. Upper levels and the interior were still largely snowbound. The opening up of logging operations will undoubtedly provide jobs for a large number of men, both skilled and unskilled, many of whom had been unemployed in the off-season. Already, by the end of April, a shortage of key men was reported. Negotiations for new wage contracts began in May in the major logging and sawmill companies.

Hundreds of workers will shortly be required for work in the seasonal food processing plants. Fish canneries were overhauling machinery in preparation for a busy season, although employment will not increase noticeably until June. The berry crop in 1948 was expected to exceed all records. This will accordingly be reflected in a heavy demand for workers, especially women, during the coming months.

Unemployment In Trade Unions March 31, 1948*

Trade union unemployment in Canada increased to 3.1 per cent at the end of March, 1948 from 1.7 per cent at the end of the previous quarter and 1.8 per cent at March 31, 1947. At the date under review 2,578 local unions reported a combined membership of 524,435. Reports were received from 2,664 locals with combined membership of 511,202 at the close of the previous quarter, while at the end of March last year, the percentage was based on reports from 2,387 locals representing 455,698 members. Most of the industrial groups showed increases in unemployment, the most marked being in lumbering and logging and in building and construction; these industries are affected by seasonal factors.

In this analysis unemployment refers only to involuntary idleness due to economic causes. Persons who are without work because of illness, a strike or lock-out, or who are engaged in work outside their own trade are not considered as unemployed. As the number of unions sending in returns varies from quarter to quarter with consequent variations in the membership upon which the percentage of unem-

ployment is based, it should be understood that the figures refer only to organizations reporting.

Table C-11 shows the percentages of trade union unemployment at certain dates, in each province. With the exception of New Brunswick and Manitoba, all provinces recorded larger percentages of unemployment at the end of March, 1948 than at the end of the previous quarter. A comparison of the percentages of unemployment at March 31, 1948 with those of the corresponding date in 1947 show increases in all provinces except Nova Scotia and Prince Edward Island and Manitoba.

A separate compilation of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island, is made each quarter. Compared with the figures of December 31, 1947 those for the end of March showed increases in the percentage of unemployment in Halifax, from 9.9 to 16.0, in Montreal, from 2.6 to 3.1, Toronto, from 0.9 to 1.7, in Regina, from 0.5 to 7.2, in Edmonton, from 3.1 to 3.6 and in Vancouver from 2.4 to 4.0. In Saint John, the percentage decreased from 18.7 to 1.2, while in Winnipeg it decreased from 1.4 to 1.3. Comparisons with the figures for

* See Tables C-11 and C-12.

March 31, 1947 show increases in the percentages of trade union unemployment in all the cities except Saint John.

Returns were received from 1,028 locals in the manufacturing industries. These reported 271,399 members of whom 5,557 or 2.0 per cent were unemployed at the end of March. At the end of the previous quarter, 3,962 of 261,739 members reported by 1,068 locals were without work. At the end of March, 1947 reports were received from 915 local unions with 231,300 members of whom 3,456 were unemployed.

In the transportation group reports were received from 874 local unions with a total membership of 108,421 of whom 1,070 or 1.6 per cent were unemployed at the reporting date. Three months earlier there had been 1,070, or 1.0 per cent of 106,570 reported members, unemployed. A year previously 1,975 or 2.0 per cent of 99,576 reported union members had been without work.

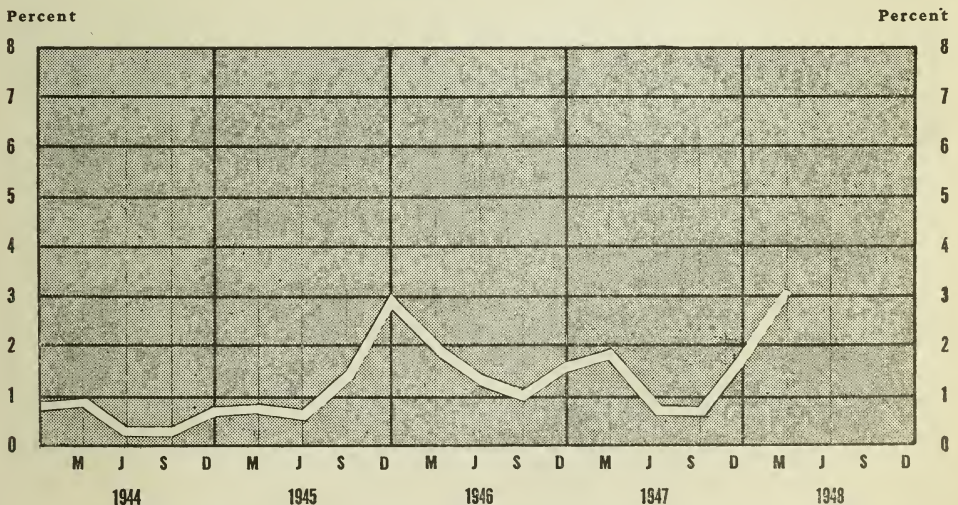
Unemployment in the mining group increased from 0.4 to 0.8 per cent. Reports were received from 74 local unions with 24,110 members. The increase of the rate in this group was mainly due to the unemployment of 149 out of 2,268 members in the non-metallic mining unions. Only 32 of a total reported membership of 17,721 in coal mining unions were out of work.

Seasonal unemployment among union members in the building and construction industries continued, being somewhat higher than in the previous quarter. Reports were received from 233 locals with 48,357 members of whom 3,895 or 8.1 per cent were unemployed at the end of March as compared with 6.5 per cent three months earlier. In the miscellaneous building workers group 16.2 per cent of 4,563 members were unemployed while 12.8 per cent of 21,582 members in the carpenters and joiners group were not employed. In the painters, decorators and paper hangers group the percentage of unemployment fell from 7.2 to 1.5 per cent.

Trade union unemployment in public and personal services increased slightly to 0.8 per cent at the date under review from 0.7 in the previous quarter.

In the lumbering and logging industry five union branches, two of which operate in Ontario and three in British Columbia, reported that 4,420 or 27.3 per cent of their combined membership of 16,190 were unemployed. This was the highest percentage of unemployment in this industry since December, 1941 when 30.3 per cent of the reported membership was without work. The woods operations in this industry are of course subject to seasonal influences, particularly in Eastern Canada.

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADE UNIONS



PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index increased from 150.8 for March 1 to 151.6 for April 1, 1948. This rise of 0.8 was exactly the same as that recorded the preceding month. Clothing and food indexes showed the greatest changes between March and April, although small advances were registered also by fuel and light, home furnishings and services, and miscellaneous items. The increase in foods was attributable mainly to fresh vegetables and meats, although scattered advances occurred in other sections of the food budget; there were a few minor decreases which included a further seasonal recession for eggs. The clothing index moved up from 169.9 to 172.9, with footwear leading a broad list of increases. Home furnishings and services changed from 161.2 to 161.9, fuel and light from 121.0 to 121.3, and miscellaneous items from 122.8 to 122.9. The rental index remained at 119.9.

From August, 1939 to April 1, 1948 the increase in the cost-of-living index was 50.4 per cent (from 100.8 to 151.6).

Cost of Living in Eight Cities

Cost-of-living indexes for eight regional cities all moved higher between March and April, reflecting firmer prices for foods, clothing and home furnishings and services. Composite city index point increases between March and April, 1948, were as follows: Vancouver 1.3 to 151.0, Montreal 0.9 to 154.9, Halifax 0.7 to 146.2, Winnipeg 0.7 to 146.3, Saskatoon 0.6 to 153.7, Edmonton 0.6 to 146.5, Toronto 0.5 to 148.6 and Saint John 0.4 to 149.3.

Wholesale Prices, March, 1948

The general level of wholesale prices registered a decrease of 0.4 points to

146.9 between February and March, 1948. It was the first recession in the index since the third quarter of 1946. Among component indexes, wood, wood products and paper declined 1.1 to 180.9, as an export price for cedar shingles moved lower. Textile products weakened 0.8 to 153.6 when easier quotations for rayon thread, raw wool and woollen cloth overbalanced a moderate increase in worsted yarn. Lower quotations for barley, oats, flour, jam, potatoes and hay outweighed strength in rye, millfeeds and oranges to reduce the vegetable products index 0.7 to 130.7. Animal products dipped 0.1 to 159.4 due to weakness in raw furs, hides and skins and leather. Livestock, fresh meats and eggs averaged slightly higher in this group. A decline of 0.1 to 138.3 in non-ferrous metals reflected lower prices for lead ingots and zinc sheet which overbalanced a firmer tone for antimony. Non-metallic minerals registered the only increase, rising 1.9 to 127.5 supported by higher prices for western domestic bituminous coal, gasoline at Vancouver, lubricating oil and asbestos pipe covering and millboard. Two groups were unchanged, iron and steel at 150.6 and chemical products at 114.0.

The monthly index for Canadian farm product prices at wholesale declined 0.6 to 138.2 between February and March. Field products moved down from 123.5 to 122.9 when lower quotations for barley, oats, potatoes and hay outweighed strength in rye and onions. During the same period animal product prices receded 0.4 to 163.9 due to lower prices for hides and skins and raw wool. Livestock and eggs were slightly higher in this group.

* See Tables F-1 to F-6.

STRIKES AND LOCKOUTS*

Canada, April, 1948

During April, 1948, the number of strikes and lockouts, the number of workers involved and the time loss in man-working days were little changed from the previous month, but the time loss was substantially below that recorded for April, 1947. For the first four months of

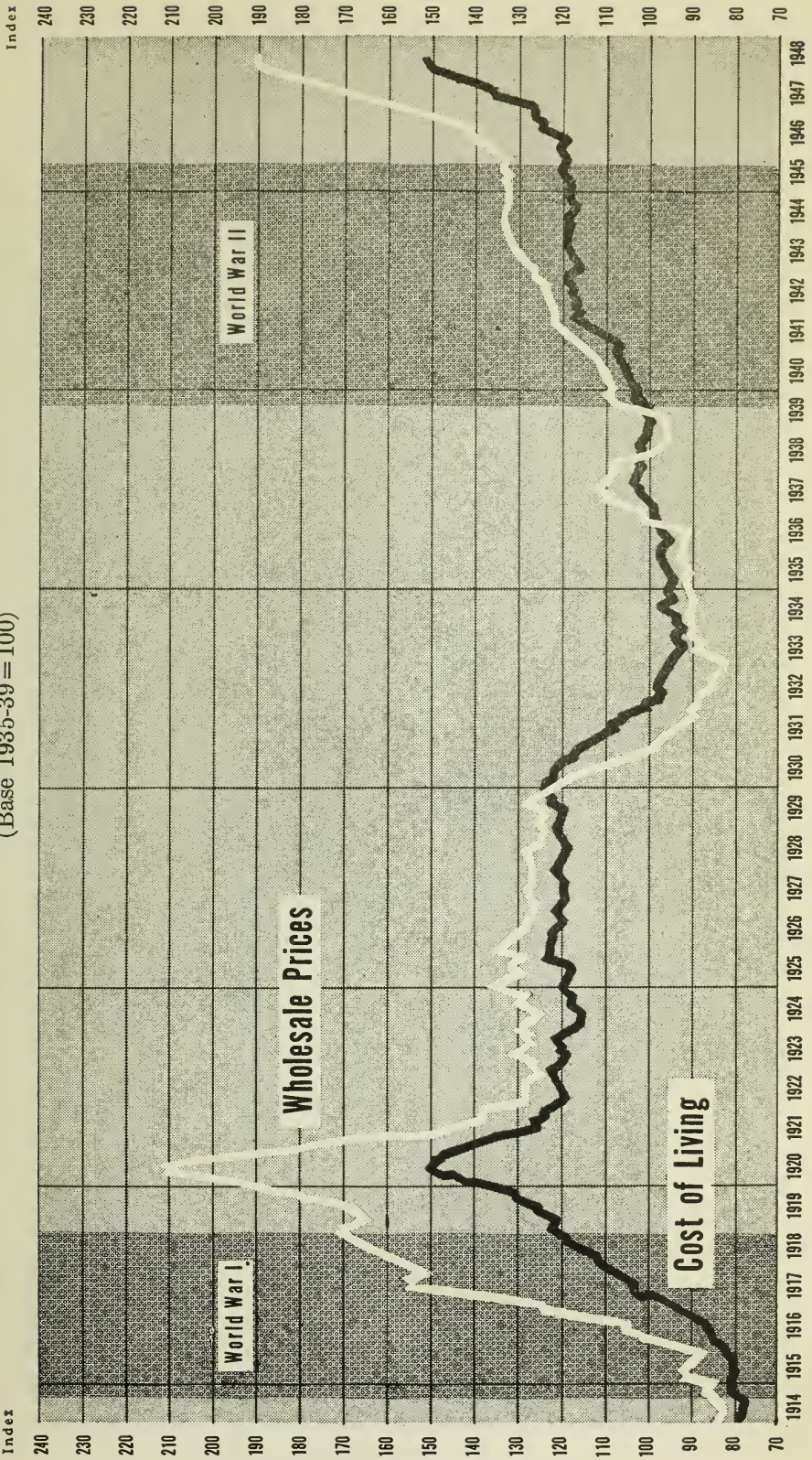
1948 decreases were registered in all three divisions, the time loss being only about 40 per cent of the total for the same period last year.

During the month under review a compromise settlement of the strike of coal

* See Tables G-1 and G-2.

COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935-39 = 100)



miners in British Columbia, which commenced on January 13, 1948, was arrived at, but no agreement had been reached by the end of April at 11 mines in the Edmonton district in Alberta, and the strike was still unterminated. Four strikes in the construction industry in Ontario, caused mainly by demands for increased wages, were reported, involving bricklayers at Windsor, plasterers at Toronto, carpenters and labourers at Cornwall, and carpenters at Windsor and Essex County. At the end of the month the strikes affecting plasterers at Toronto and carpenters and labourers at Cornwall had not been settled.

Preliminary figures for April, 1948, show 16 strikes and lockouts, involving 4,491 workers, with a time loss of 49,396 man-working days, as compared with 14 strikes in March, with 3,725 workers involved and a time loss of 56,808 days. In April, 1947, there were 29 strikes, involving 17,988 workers, with a time loss of 365,687 days.

For the first four months of 1948, preliminary figures show 46 strikes and lockouts, involving 17,783 workers, with a time loss of 382,929 days. For the same period last year there were 63 strikes, with 36,867 workers involved and a time loss of 970,985 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in April, 1948, was .06 per cent

of the estimated working time, as compared with .07 per cent in March, 1948; .47 per cent in April, 1947; .12 per cent for the first four months of 1948; and .31 per cent for the first four months of 1947.

Of the 16 strikes recorded for April, 1948, one was settled in favour of the employer, five were compromise settlements and one was indefinite in result, work being resumed pending final settlement. At the end of the month nine strikes were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: composers, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., which commenced on May 30, 1946; metal factory workers at Ottawa, Ont., which began on February 24, 1947; soft drink factory workers at Edmonton, Alta., which began on December 1, 1947; printing pressmen at Toronto, Ont., which began on December 15, 1947; and bookbinders at Toronto, Ont., which began on February 20, 1948.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review, issued as a supplement to the *LABOUR GAZETTE* for April, 1948, and in this article are taken from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in February, 1948, was 176 and 18 were still in progress from the previous month, making a total of 194 during the month. In all stoppages of work in progress in the period there were 71,100 workers involved and a time loss of 288,000 working days was caused.

Of the 176 stoppages which began during February, 17 arose out of demands for advances in wages; 56 over other wage questions; four on questions as to working hours; 29 on questions respecting the employment of particular classes or persons; 60 on other questions respecting working arrangements; six were on questions of trade union principle; and four were in support of workers involved in other disputes.

United States

Preliminary figures for March, 1948, show 225 strikes and lockouts beginning in the month, in which 500,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 6,000,000 man-days. Corresponding figures for February, 1948, are 200 strikes and lockouts, involving 70,000 workers, with a time loss of 725,000 days.

New Zealand

For the year 1947, there were 133 strikes involving, directly and indirectly, 22,070 workers and causing a time loss of 78,835 man-days for all workers involved. The figures for the four quarters of 1947 are

as follows: 1st quarter—39 strikes, 9,161 workers, 23,432 days; 2nd quarter—41 strikes, 6,055 workers, 30,007 days; 3rd quarter—19 strikes, 2,759 workers, 18,004 days; 4th quarter—34 strikes, 4,095 workers, 7,392 days.

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Summary

TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Series	1948		1947	1946	1944	1939
	April	March	March	March	March	March
Labour Force—						
Civilian labour force ⁽¹⁾000		4,825	4,706	4,525	†	†
Employed ⁽¹⁾000		4,669	4,565	4,326	†	†
Paid workers ⁽¹⁾000		3,245	3,154	2,887	†	†
Male ⁽¹⁾000		2,416	2,334	2,081	†	†
Female ⁽¹⁾000		829	817	800	†	†
Unemployed.....000		156	141	213	†	†
Index of employment ⁽²⁾	186.5	188.9	180.4	167.0	181.7	106.5
Unemployment in trade unions ⁽³⁾%		3.1	1.8	1.9	0.9	15.7
Earnings and Hours—						
Total labour income.....\$000,000			475	412	†	†
Per capita weekly earnings.....\$	39.03	39.50	35.61	32.44	32.27	†
Average hourly earnings.....cents		88.0	77.1	67.9	†	†
Average hours worked per week.....hours		43.2	43.4	44.0	†	†
Average real weekly earnings, index ⁽⁴⁾		103.1	106.1	101.7	†	†
National Employment Service—						
Unplaced applicants ⁽⁵⁾No.	193,794	200,070	194,602	263,434	†	†
Unfilled vacancies ⁽⁵⁾No.	38,543	71,820	75,354	†	†	†
Placements, weekly average.....No.		10,108	14,038	14,270	†	†
Unemployment Insurance—						
Unemployment insurance claims.....No.	136,356	146,074	110,062	161,997	16,121	†
Balance in fund.....\$000		447,735	372,879	317,241	190,328	†
Prices—						
Wholesale index ⁽²⁾	148.5	146.9	120.4	105.6	103.0	73.2
Cost of living index ⁽⁶⁾	151.6	150.8	128.9	120.1	119.0	100.6
Production—						
Industrial production index ⁽⁶⁾		182.9	177.1	161.5	207.1	103.9
Mineral production index ⁽⁶⁾		128.0	113.3	104.8	114.2	111.5
Manufacturing index ⁽⁶⁾		179.9	188.5	172.0	229.0	102.6
Electric power.....000 k.w.h.	3,733,137	3,764,129	3,956,905	3,537,104	3,515,052	2,366,740
Construction contracts awarded.....\$000	80,800	51,300	38,353	57,598	31,019	9,003
Pig iron.....tons		172,675	164,403	158,059	168,047	40,723
Steel ingots and castings.....tons		286,026	269,732	249,117	275,539	95,697
Inspected slaughterings, cattle.....No.	102,577	108,438	82,568	114,982	101,771	66,865
Hogs.....No.	419,917	496,509	343,103	419,451	932,306	299,722
Flour production.....000 bbl.	1,955	1,872	2,354	2,393	2,267	1,194
Newsprint.....tons	385,600	387,700	372,500	334,100	252,092	220,650
Cement producers' shipments.....000 bbl.	1,267	1,072	809	604	273	209
Automobiles and trucks.....No.	24,243	27,112	22,491	11,373	14,625	12,689
Timber scaled in B.C.....000 F.B.M.			290,606	253,630	235,466	215,907
Gold.....oz.		288,060	263,869	248,403	266,644	414,217
Copper.....000 lb.		42,158	42,902	31,900	48,472	52,055
Lead.....000 lb.		24,954	28,850	31,288	24,264	32,378
Nickel.....000 lb.		20,958	20,028	15,980	25,289	17,902
Zinc.....000 lb.		37,196	33,926	42,957	46,049	26,721
Coal.....000 tons		1,645	970	1,594	1,546	1,178
Distribution—						
Retail sales index, adjusted ⁽⁶⁾	251.1	267.2	238.7	229.3	174.2	98.1
Wholesale sales index, unadjusted ⁽⁶⁾		273.6	256.7	234.2	190.7	98.0
Trade external, excluding gold.....\$000	442,000	427,956	420,778	319,922	440,728	128,464
Imports, excluding gold.....\$000	226,690	197,000	208,891	189,949	150,786	58,381
Exports, excluding gold.....\$000	212,337	228,400	208,973	178,377	282,782	69,270
Railways—						
Revenue freight.....000 ton miles			5,258,684	4,980,858	5,533,693	2,054,228
Car loadings, revenue freight ⁽⁷⁾cars	301,447	294,304	280,991	280,362	277,775	171,016
Banking and Finance—						
Common stocks, index ⁽⁶⁾	109.1	101.5	106.4	119.2	81.5	94.5
Preferred stocks, index ⁽⁶⁾	144.2	138.9	150.0	154.5	119.2	101.2
Bond yields, Dominion, index ⁽⁶⁾	96.5	96.7	84.6	83.8	97.3	95.4
Cheques cashed, individual accounts.....\$000	6,861,386	6,277,129	5,737,122	5,678,171	4,773,277	2,428,098
Bank loans, current, public.....\$000		1,506,987	1,132,753	930,915	800,567	500,567
Money supply.....\$000		7,625,348	7,502,734	7,084,200	5,348,674	2,754,726
Circulating media in hands of public.....\$000		1,097,355	1,090,354	1,064,721	891,637	235,919
Deposits, notice.....\$000		3,926,684	3,619,323	3,170,180	2,225,417	1,700,394
Deposits, demand.....\$000		2,200,642	1,995,714	1,985,251	1,892,020	705,249
Other.....\$000		400,666	797,343	864,021	339,599	113,163

NOTE.—Many of the statistical data in this table are included in the *Canadian Statistical Review* issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available. (1) Labour Force survey figures given are as of February 21, 1948, March 1, 1947 and February 23, 1946. (2) Base 1926=100. (3) Figures are as at end of quarter ending March 31, 1948, 1947, 1946, 1944 and 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946=100. (5) First of month. (6) Base 1935-1939=100. (7) Figures are for four week periods.

A—Labour Force

TABLE A-1.—SUMMARY OF NATIONAL ESTIMATES

(Thousands of Persons 14 Years of Age and Over)

SOURCE: D. B. S. Labour Force Survey

Population Class	Feb. 21, 1948	Nov. 8, 1947	Mar. 1, 1947	Feb. 23, 1946
Civilian Non-institutional Population	9,058	9,003	8,936	8,538
Civilian Labour Force	4,825	4,934	4,706	4,525
Total Employed	4,669	4,847	4,565	4,312
Agriculture	965	1,068	931	1,083
Forestry	140	117	} 164	} 134
Fishing and trapping	20	18		
Mining, quarrying and oil wells	68	65	} 67	} 71
Manufacturing	1,236	1,242	} 1,303	} 1,181
Public utility operations	40	37		
Construction	219	284	} 187	} 154
Transportation, storage and communications	346	362	} 371	} 322
Trade	657	680	} 719	} 635
Finance, insurance and real estate	141	132		
Service	837	842	} 823	} 732
Unemployed	156	87	} 141	} 213
Not in the Labour Force	4,233	4,069	4,230	4,013

TABLE A-2.—ESTIMATED CIVILIAN NON-INSTITUTIONAL MANPOWER

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D. B. S. Labour Force Survey

Population Class	February 21, 1948			November 8, 1947		
	Male	Female	Total	Male	Female	Total
Total Civilian Non-Institutional Manpower	4,572	4,486	9,058	4,541	4,462	9,003
A. Labour Force	3,824	1,001	4,825	3,361	1,073	4,434
1. Employed	3,687	982	4,669	3,791	1,056	4,847
(1) Agricultural	900	65	965	949	119	1,068
Operators	622	(a)	631	648	13	661
Paid Workers	102	(a)	107	104	12	116
Unpaid Workers	176	51	227	197	94	291
(2) Non-agricultural	2,787	917	3,704	2,842	937	3,779
Paid Workers	2,314	834	3,148	2,378	840	3,218
Employers	148	(a)	157	145	(a)	153
Own Account Workers	295	50	345	299	50	349
Unpaid Workers	30	34	64	20	39	59
2. Unemployed	137	19	156	70	17	87
B. Not in the Labour Force	748	3,485	4,233	680	3,389	4,069
1. Permanently unable or too old to work	175	120	295	158	112	270
2. Keeping House	(a)	2,961	2,966	(a)	2,898	2,901
3. Going to School	335	306	641	310	282	592
4. Retired or Voluntarily Idle	229	95	324	203	93	296
5. Other	(a)	(a)	(a)	(a)	(a)	10

(a) Fewer than 10,000.

TABLE A-3.—INDUSTRIAL DISTRIBUTION OF EMPLOYMENT

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D. B. S. Labour Force Survey

Industry	February 21, 1948			November 8, 1947		
	Male	Female	Total	Male	Female	Total
Agriculture	900	65	965	949	119	1,068
Forestry	139	(a)	140	116	(a)	117
Fishing and Trapping	20	.....	20	18	.....	18
Mining, quarrying and oil wells	67	(a)	68	64	(a)	65
Manufacturing	999	237	1,236	1,002	240	1,242
Public Utility Operations	36	(a)	40	34	(a)	37
Construction	214	(a)	219	273	(a)	284
Transportation and Communications	306	40	346	322	40	362
Trade	462	195	657	462	218	680
Finance and Real Estate	81	60	141	75	57	132
Service	463	374	837	471	371	842
Total	3,687	982	4,669	3,791	1,056	4,847

(a) Fewer than 10,000.

TABLE A-4.—REGIONAL DISTRIBUTION OF EMPLOYMENT

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D. B. S. Labour Force Survey

Region	Feb. 21, 1948		Nov. 8, 1947	
	Number	Per Cent	Number	Per Cent
Maritime.....	400	8.6	421	8.7
Quebec.....	1,300	27.8	1,353	27.9
Ontario.....	1,663	35.6	1,726	35.6
Prairie.....	905	19.4	937	19.3
Pacific.....	401	8.6	410	8.5
Canada.....	4,669	100.0	4,847	100.0

TABLE A-5.—PERCENTAGE DISTRIBUTION OF EMPLOYED PERSONS BY HOURS WORKED PER WEEK

SOURCE: D. B. S. Labour Force Survey

Number of Hours	Agriculture		Non-Agriculture	
	Feb. 21/48	Nov. 8/47	Feb. 21/48	Nov. 8/47
0.....	3.1	1.8	3.5	2.5
1-14.....	4.4	5.8	1.7	1.5
15-24.....	6.3	5.2	2.8	2.6
25-34.....	7.0	4.3	3.7	3.3
35-44.....	16.6	9.6	41.7	40.5
45-54.....	25.8	23.4	35.7	36.7
55+.....	36.8	49.9	10.9	12.9
Total.....	100.0	100.0	100.0	100.0

TABLE A-6.—REGIONAL DISTRIBUTION OF UNEMPLOYMENT

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D. B. S. Labour Force Survey

Region	Feb. 21, 1948		Nov. 8, 1947	
	Number	Per Cent	Number	Per Cent
Maritime.....	25	16.0	17	19.6
Quebec.....	48	30.8	22	25.3
Ontario.....	40	25.7	22	25.3
Prairie.....	23	14.7	13	14.9
Pacific.....	20	12.8	13	14.9
Canada.....	156	100.0	87	100.0

TABLE A-7—INDUSTRIAL⁽¹⁾ DISTRIBUTION OF UNEMPLOYMENT

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D. B. S. Labour Force Survey

Industry	Feb. 21, 1948		Nov. 8, 1947	
	Number	Per Cent	Number	Per Cent
Manufacturing.....	41	26.3	23	26.4
Construction.....	33	21.2	12	13.8
Transportation, Storage and Communications.....	15	9.6	8	9.2
Trade.....	18	11.5	10	11.5
Service.....	19	12.2	16	18.4
Other ⁽²⁾	20	12.8	10	11.5
None ⁽³⁾	10	6.4	8	9.2
Total.....	156	100.0	87	100.0

⁽¹⁾ Industry Classifications are based on the last reported civilian job of two weeks' duration or more.⁽²⁾ Includes agriculture, fishing, trapping, mining and forestry.⁽³⁾ This class refers to those now seeking jobs who have never been employed previously.

B—Labour Income

TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME

(\$ Millions)

		Agriculture, Logging, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance Services (which includes Government)	Supplementary Labour Income	TOTAL
1946	January.....	34	139	18	102	85	20	398
	February.....	36	138	18	105	87	19	403
	March.....	35	142	19	106	90	20	412
	April.....	32	140	21	106	89	20	408
	May.....	33	137	24	107	92	20	413
	June.....	36	141	26	110	94	21	428
	July.....	38	140	28	112	95	21	434
	August.....	39	143	29	114	97	22	444
	September.....	41	146	30	116	100	22	455
	October.....	40	151	30	119	99	22	461
	November.....	40	157	29	123	100	23	472
	December.....	40	159	24	122	100	22	467
1947	January.....	39	161	23	121	100	22	466
	February.....	38	163	25	123	101	22	472
	March.....	37	165	25	124	102	22	475
	April.....	33	166	28	124	102	22	475
	May.....	36	169	31	128	103	23	490
	June.....	40	171	35	131	106	23	506
	July.....	42	175	39	133	108	24	521
	August.....	45	177	40	133	109	25	529
	September.....	45	181	41	135	109	25	536
	October.....	48	185	42	137	109	26	547
	November.....	50	188	40	139	110	26	553
	December.....	48	187	32	140	109	25	541
1948	January.....	48	185	30	138	108	25	534
	February.....	48	190	30	138	108	26	540

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision).

Geographical and Industrial Unit	Number of Employees Reported at Mar. 1, 1948	Aggregate Weekly Payrolls Reported at Mar. 1, 1948	Average Weekly Earnings Reported at			Index Numbers Based on June 1, 1941 as 100 p.c.								
						Employment			Aggregate Weekly Payrolls					
			Mar. 1, 1948	Feb. 1, 1948	Mar. 1, 1947	Mar. 1, 1948	Feb. 1, 1948	Mar. 1, 1947	Mar. 1, 1948	Feb. 1, 1948	Mar. 1, 1947	Mar. 1, 1948	Feb. 1, 1948	Mar. 1, 1947
(a) PROVINCES														
Maritime Provinces	134,138	4,741,389	35-35	34-19	32-60	112-8	118-0	97-7	132-4	184-7	145-5			
Prince Edward Island.....	3,618	102,361	28-29	28-77	29-16	159-9	158-9	115-8	207-5	209-8	154-7			
Nova Scotia.....	72,319	2,558,268	35-37	33-92	32-43	100-7	108-6	82-3	157-9	163-4	118-0			
New Brunswick.....	58,201	2,080,660	35-75	34-88	32-95	130-2	131-5	121-9	223-7	220-4	192-5			
Quebec	584,101	22,181,839	37-98	37-25	34-20	122-9	123-1	119-8	194-8	191-3	170-7			
Ontario	837,536	34,180,156	40-81	39-91	36-47	123-6	123-1	117-0	186-1	181-2	157-2			
Prairie Provinces	219,317	8,530,930	38-90	38-21	35-92	123-5	121-9	121-1	181-3	175-9	164-4			
Manitoba.....	99,928	3,858,726	38-62	38-39	35-81	128-0	122-4	119-9	175-9	177-1	161-6			
Saskatchewan.....	42,112	1,597,456	37-93	37-52	35-55	115-9	116-4	113-9	169-8	168-6	156-2			
Alberta.....	77,277	3,074,748	39-79	38-35	36-28	131-7	124-5	127-2	195-9	178-4	173-1			
British Columbia	180,060	7,478,981	41-54	41-17	37-99	139-6	141-1	134-1	203-5	203-8	179-0			
CANADA	1,955,152	77,113,195	39-44	38-63	35-61	123-8	124-0	118-1	189-3	185-7	163-0			
(b) CITIES														
Montreal.....	283,717	10,832,539	38-18	37-41	34-54	126-8	126-6	123-9	188-8	184-7	166-8			
Quebec City.....	28,973	955,173	32-97	31-61	29-81	116-8	114-8	101-5	182-6	172-2	144-0			
Toronto.....	264,377	10,640,658	40-25	39-83	35-81	128-0	128-2	122-1	192-3	190-7	162-7			
Ottawa.....	24,337	832,534	34-21	33-45	31-15	120-3	121-6	116-7	178-4	176-2	157-5			
Hamilton.....	63,135	2,619,745	41-49	40-94	37-21	116-7	116-7	109-8	176-3	174-0	148-9			
Windsor.....	38,029	1,899,778	49-96	41-61	43-20	116-6	89-9	108-7	156-3	100-3	125-0			
Winnipeg.....	64,543	2,304,295	35-70	35-47	32-82	125-0	126-5	124-2	175-0	175-9	160-0			
Vancouver.....	84,604	3,340,312	39-48	39-00	35-78	159-1	159-3	151-3	236-2	233-7	204-3			
Halifax.....	22,525	761,698	33-82	33-34	32-31	125-0	122-4	132-2	186-6	180-1	188-4			
Saint John.....	15,505	532,902	34-37	33-18	31-12	142-5	142-3	134-0	229-0	220-8	192-5			
Sherbrooke.....	10,486	355,102	33-86	33-07	29-84	116-1	115-7	111-5	189-1	184-0	159-9			
Three Rivers.....	10,233	393,170	38-42	37-83	33-42	123-5	125-1	121-5	183-2	182-7	157-1			
Kitchener-Waterloo.....	20,680	788,192	38-11	37-98	34-22	135-6	136-0	129-9	228-3	228-1	195-2			
London.....	25,565	940,955	36-81	36-77	33-04	142-8	142-9	139-4	206-5	206-6	180-3			
Fort William-Port Arthur.....	11,285	479,766	42-51	42-12	38-02	78-2	80-1	69-2	124-7	126-6	98-7			
Regina.....	10,496	365,711	34-84	34-41	31-12	124-2	122-3	118-0	182-7	177-6	159-0			
Saskatoon.....	7,257	248,868	34-29	34-11	31-42	139-0	142-1	135-3	216-9	220-7	193-4			
Calgary.....	20,579	762,803	37-07	37-07	33-99	129-5	130-5	121-6	188-8	190-1	164-0			
Edmonton.....	20,277	725,797	35-79	35-26	32-29	145-8	148-7	134-5	214-5	215-4	178-4			
Victoria.....	13,069	508,753	38-93	39-10	34-45	149-8	157-5	155-7	232-7	245-8	213-9			
(c) INDUSTRIES														
Manufacturing.....	1,061,186	42,646,879	40-19	39-38	35-81	120-5	119-5	115-8	186-7	181-3	159-5			
Durable Goods ¹	496,185	21,243,138	42-81	41-65	38-48	117-5	115-3	111-9	178-4	170-3	152-8			
Non-Durable Goods.....	537,275	20,157,686	37-52	37-10	33-17	122-8	122-9	119-5	195-9	193-9	167-7			
Electric Light and Power.....	27,726	1,246,055	44-94	43-84	40-77	136-1	131-7	117-0	193-2	182-4	149-7			
Logging.....	114,547	4,505,273	39-33	38-77	34-29	238-2	248-8	238-7	469-6	483-5	410-7			
Mining.....	77,504	3,722,650	48-03	47-36	43-30	93-1	86-6	76-7	140-0	128-3	104-3			
Communications.....	45,529	1,657,834	36-41	35-86	33-74	172-9	172-8	161-1	228-9	225-2	199-5			
Transportation.....	171,662	7,934,303	46-22	45-58	44-47	134-4	134-4	131-5	189-9	187-2	178-6			
Construction and Maintenance.....	168,235	6,466,361	38-44	36-96	34-89	92-9	99-0	89-1	155-0	158-9	135-2			
Services ²	64,052	1,653,641	25-82	25-15	23-20	137-5	138-9	131-5	215-4	212-1	188-3			
Trade.....	252,437	8,526,254	33-78	33-41	30-77	135-2	135-7	125-9	192-5	191-0	164-5			
Eight Leading Industries	1,955,152	77,113,195	39-44	38-63	35-61	123-8	124-0	118-1	189-3	185-7	163-0			
Finance.....	83,651	3,144,389	37-59	37-53	36-66	137-0	136-8	130-5	177-3	177-0	165-7			
Nine Leading Industries	2,038,803	80,257,584	39-37	38-59	35-66	124-3	124-5	118-6	188-8	185-4	163-2			

(1) This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, with the exception of electric light and power.

(2) Mainly hotels and restaurants and laundry and dry cleaning plants.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(BASE: June 1, 1941=100)
(The latest figures are subject to revision)

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
	Employment	Aggregate Weekly Payrolls	Av. wkly Salaries and Wages		Employment	Aggregate Weekly Payrolls	Av. wkly. Salaries and Wages	
June 1, 1941.....	100.0	100.0	100.0	\$ 25.25	100.0	100.0	100.0	\$ 25.57
Mar. 1, 1945.....	116.7	148.8	129.9	32.81	127.6	164.7	131.2	33.56
Mar. 1, 1946.....	109.4	137.3	128.5	32.44	108.7	135.3	126.8	32.43
Jan. 1, 1947.....	118.5	149.9	129.3	32.64	113.5	141.5	126.7	32.40
Feb. 1, 1947.....	118.3	160.6	138.7	35.03	115.4	156.8	138.2	35.34
Mar. 1, 1947.....	118.1	163.0	141.0	35.61	115.8	159.5	140.0	35.81
April 1, 1947.....	118.3	163.9	141.5	35.73	116.3	160.8	140.7	35.98
May 1, 1947.....	117.6	163.7	142.1	35.89	116.5	162.7	141.8	36.27
June 1, 1947.....	120.8	168.5	142.6	36.00	117.6	165.9	143.3	36.64
July 1, 1947.....	124.1	173.8	143.2	36.15	119.4	167.7	142.6	36.47
Aug. 1, 1947.....	126.1	178.6	144.7	36.53	120.5	171.5	144.6	36.97
Sept. 1, 1947.....	126.5	180.3	145.6	36.76	121.0	173.3	145.3	37.16
Oct. 1, 1947.....	127.6	184.9	148.1	37.39	121.2	177.5	148.8	38.04
Nov. 1, 1947.....	129.5	189.7	149.7	37.79	122.1	181.2	150.6	38.52
Dec. 1, 1947.....	130.7	193.9	151.6	38.28	122.1	184.6	153.5	39.25
Jan. 1, 1948.....	126.9	178.4	143.7	36.28	119.0	166.6	142.0	36.31
Feb. 1, 1948.....	124.0	185.7	153.0	38.63	119.5	181.3	154.0	39.38
Mar. 1, 1948.....	123.8	189.3	156.2	39.44	120.5	186.7	157.2	40.19

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average Calendar Year 1926=100)
(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Mar. 1, 1932.....	88.7	93.1	.....	.....	.....	86.5	91.8	88.2	.....	.....	.....	78.7
Mar. 1, 1933.....	76.9	76.8	.....	.....	.....	74.1	79.8	80.0	.....	.....	.....	67.7
Mar. 1, 1934.....	92.7	103.2	.....	.....	.....	89.1	97.8	83.8	.....	.....	.....	85.6
Mar. 1, 1935.....	96.4	98.6	.....	.....	.....	91.3	103.5	87.2	.....	.....	.....	91.9
Mar. 1, 1936.....	98.9	101.7	.....	.....	.....	95.1	103.8	95.1	.....	.....	.....	92.4
Mar. 1, 1937.....	102.8	106.6	.....	.....	.....	102.5	108.9	91.3	.....	.....	.....	89.2
Mar. 1, 1938.....	107.8	108.3	83.6	115.0	101.6	110.1	113.7	92.2	91.0	90.4	95.2	96.2
Mar. 1, 1939.....	106.5	101.2	83.8	112.6	88.3	112.8	109.1	94.3	89.6	96.9	99.6	96.7
Mar. 1, 1940.....	113.5	116.0	93.8	125.5	105.8	114.3	120.0	98.5	94.5	97.5	105.5	101.8
Mar. 1, 1941.....	135.3	135.1	144.0	147.3	119.7	137.7	145.7	111.3	107.5	107.0	120.0	116.8
Mar. 1, 1942.....	165.1	159.3	112.9	172.8	145.4	178.6	174.4	126.1	123.9	108.8	141.0	143.1
Mar. 1, 1943.....	181.4	168.4	110.9	184.8	151.5	198.8	186.4	135.4	133.1	122.8	147.5	182.4
Mar. 1, 1944.....	181.7	175.1	132.7	190.6	157.9	197.1	183.9	142.3	136.9	129.0	159.4	186.5
Mar. 1, 1945.....	178.2	179.9	141.2	191.7	167.2	188.5	184.2	141.2	137.6	130.9	153.3	172.0
Mar. 1, 1946.....	167.0	164.4	125.1	172.1	157.0	171.8	173.6	145.3	139.7	135.7	160.0	156.4
Jan. 1, 1947.....	181.0	169.4	128.9	169.0	172.4	186.7	186.7	158.3	151.3	148.4	175.4	180.4
Feb. 1, 1947.....	180.7	168.0	124.7	172.3	165.2	186.2	187.6	154.6	148.3	142.9	171.7	180.8
Mar. 1, 1947.....	180.4	148.9	124.0	138.1	164.4	188.4	188.7	155.4	149.5	145.1	171.1	180.9
April 1, 1947.....	180.7	153.3	127.4	138.2	174.4	185.8	189.9	155.3	149.1	145.5	171.1	183.6
May 1, 1947.....	179.6	151.7	128.0	141.9	165.7	182.2	189.4	155.7	148.9	147.2	171.5	186.2
June 1, 1947.....	184.5	165.8	139.3	165.2	168.2	186.9	191.8	161.9	152.4	157.7	179.1	192.4
July 1, 1947.....	189.5	179.4	150.9	186.3	172.2	191.2	195.7	167.3	155.7	162.5	187.8	196.9
Aug. 1, 1947.....	192.6	183.9	157.0	188.2	180.1	195.0	196.7	172.1	159.1	167.5	194.8	204.2
Sept. 1, 1947.....	193.2	184.7	159.2	191.7	177.3	196.1	196.4	172.1	158.5	168.0	195.4	207.5
Oct. 1, 1947.....	194.8	188.2	162.7	196.5	179.2	199.3	199.6	166.8	155.7	163.1	186.1	206.0
Nov. 1, 1947.....	197.8	193.3	160.4	201.4	184.9	203.7	202.2	170.1	160.7	168.0	185.9	203.1
Dec. 1, 1947.....	199.6	192.3	164.3	193.9	192.0	205.6	205.0	171.7	161.8	168.4	189.0	202.6
Jan. 1, 1948.....	193.7	181.9	152.2	178.4	188.2	196.8	202.7	166.2	156.3	159.0	186.0	194.0
Feb. 1, 1948.....	189.3	179.9	170.2	182.4	177.4	193.6	198.6	156.4	152.6	148.3	167.4	190.3
Mar. 1, 1948.....	189.0	171.9	171.2	169.1	175.7	193.3	199.4	158.4	150.6	147.7	177.1	188.3
Relative Weight of Employment by Provinces and Economic Areas as at March 1, 1948.....	100.0	6.9	.2	3.7	3.0	29.8	42.8	11.2	5.1	2.1	4.0	9.2

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision.)

Industries	Number of Employees Reported at Mar. 1, 1948	Aggregate Weekly Payrolls Reported at Mar. 1, 1948	Average Weekly Salaries and Wages Reported at			Index Numbers Based on June 1, 1941 as 100 p.c.		
			Mar. 1, 1948	Feb. 1, 1948	Mar. 1, 1947	Employment		
						Mar. 1, 1948	Feb. 1, 1948	Mar. 1, 1947
Manufacturing	1,061,186	\$ 42,616,879	\$ 40.19	\$ 39.38	\$ 35.81	120.5	119.5	115.8
Animal products—edible.....	42,314	1,652,251	39.05	38.09	35.10	122.3	130.2	118.9
Fur and products.....	3,962	149,015	37.61	36.56	33.18	127.5	127.4	119.9
Leather and products.....	32,159	977,147	30.38	30.02	27.60	112.2	110.6	117.3
Boots and shoes.....	19,775	575,131	29.08	28.67	26.70	108.6	106.9	111.3
Lumber and its products.....	77,658	2,784,168	35.85	34.83	32.38	119.3	118.7	111.9
Rough and dressed lumber.....	44,984	1,684,267	37.44	36.50	33.91	108.2	107.8	98.0
Furniture.....	16,182	557,342	34.44	33.86	30.81	156.6	155.7	149.1
Other lumber products.....	16,492	542,559	32.90	31.21	30.15	127.8	127.1	127.6
Plant products—edible.....	57,125	1,934,138	33.86	33.15	30.19	128.8	131.8	129.7
Pulp and paper products.....	112,056	5,075,054	45.29	44.81	39.43	139.3	138.7	130.8
Pulp and paper.....	48,164	2,505,682	52.02	51.65	44.86	132.0	132.0	123.7
Paper products.....	22,008	814,607	37.01	36.18	31.60	157.9	157.8	152.9
Printing and publishing.....	41,884	1,754,765	41.90	41.45	37.20	138.9	137.5	129.9
Rubber products.....	24,278	1,031,309	42.48	42.92	38.46	142.9	143.8	145.7
Textile products.....	161,369	5,055,925	31.33	30.95	27.78	115.2	113.2	109.6
Thread, yarn and cloth.....	59,870	1,987,672	33.20	32.85	28.70	113.0	110.6	106.4
Cotton yarn and cloth.....	22,718	731,586	32.20	32.07	28.23	92.4	91.3	89.0
Woolen yarn and cloth.....	15,938	517,324	32.46	32.27	27.60	116.0	114.2	109.2
Artificial silk and silk goods.....	15,796	553,097	35.02	34.20	29.87	142.9	137.6	133.1
Hosiery and knit goods.....	27,373	763,947	27.91	27.83	25.22	126.0	124.1	115.1
Garments and personal furnishings.....	56,920	1,725,370	30.31	29.74	27.49	117.5	115.7	112.3
Other textile products.....	17,206	578,936	33.65	33.36	29.38	100.1	98.7	103.8
Tobacco.....	11,938	379,673	31.80	31.19	26.92	134.3	137.0	140.1
Beverages.....	18,180	778,301	42.81	42.86	37.87	158.4	159.0	143.7
Chemicals and allied products.....	41,979	1,816,753	43.28	42.79	38.12	95.4	94.1	92.9
Clay, glass and stone products.....	20,730	849,496	40.98	40.33	35.41	135.0	134.7	134.1
Electric light and power.....	27,726	1,246,055	44.94	43.84	40.77	136.1	131.7	117.0
Electrical apparatus.....	52,245	2,198,440	42.08	40.86	36.66	166.4	168.5	157.4
Iron and steel products.....	295,244	13,219,532	44.77	43.41	40.65	110.3	106.8	105.7
Crude, rolled and forged products.....	38,758	1,845,969	47.63	46.61	43.84	132.7	132.5	123.0
Machinery (other than vehicles).....	29,467	1,290,661	43.80	42.99	39.18	114.5	116.6	113.8
Agricultural implements.....	18,344	841,458	45.87	45.93	39.17	202.1	199.4	164.7
Land vehicles and aircraft.....	112,397	5,147,830	45.80	43.12	42.16	98.9	91.1	94.4
Automobiles and parts.....	44,592	2,264,297	50.78	43.95	43.61	114.0	92.7	105.3
Steel shipbuilding and repairing.....	21,210	929,427	43.82	43.10	40.02	105.3	109.4	119.5
Heating appliances.....	7,689	307,708	40.02	39.35	35.19	143.4	142.9	130.6
Iron and steel fabrications (n.e.s.).....	11,590	510,955	44.09	43.93	40.93	99.6	98.7	87.6
Foundry and machine shop products.....	8,755	381,851	43.62	42.29	38.55	99.5	95.3	97.8
Other iron and steel products.....	47,034	1,963,673	41.75	41.57	37.76	104.6	104.1	103.3
Non-ferrous metal products.....	49,333	2,156,948	43.72	43.64	38.33	118.6	118.1	110.4
Non-metallic mineral products.....	14,865	717,714	48.28	47.73	42.46	116.2	117.0	117.1
Miscellaneous.....	18,025	624,960	34.67	34.65	31.30	137.3	138.3	144.9
Logging	114,547	4,505,273	39.33	38.77	34.29	238.2	248.8	238.7
Mining	77,504	3,722,650	48.03	47.36	43.30	93.1	88.6	76.7
Coal.....	22,951	1,040,709	45.34	44.93	42.25	91.0	67.8	54.1
Metallic ores.....	40,686	2,067,683	50.82	49.84	46.11	85.3	85.9	79.1
Non-metallic minerals (except coal).....	13,867	614,258	44.30	43.03	36.01	130.4	131.6	117.5
Communications	45,529	1,657,834	36.41	35.86	33.74	172.9	172.8	161.1
Telegraphs.....	8,038	311,775	38.79	36.75	37.97	118.1	120.3	115.6
Telephones.....	36,931	1,323,962	35.85	35.60	32.78	189.8	188.9	175.2
Transportation	171,662	7,934,303	46.22	45.58	44.47	134.4	134.4	131.5
Street railways, cartage and storage.....	57,961	2,423,906	41.82	41.64	38.39	149.6	152.4	147.9
Steam railway operations.....	89,997	4,552,824	50.59	49.52	50.45	131.4	131.3	129.7
Shipping and stevedoring.....	23,704	957,573	40.40	40.18	35.73	108.2	103.5	99.3
Construction and Maintenance	168,235	6,466,361	38.44	36.96	34.89	92.9	99.0	89.1
Building.....	82,875	3,487,052	42.08	41.28	36.99	125.6	129.3	114.1
Highway.....	48,867	1,686,777	34.52	31.28	32.62	66.9	76.5	62.1
Railway.....	36,493	1,292,532	35.42	35.58	33.64	84.4	88.3	95.0
Services	64,052	1,653,641	25.82	25.15	23.20	137.5	138.9	131.5
Hotels and restaurants.....	42,030	1,025,472	24.40	23.82	22.47	144.1	145.9	136.9
Personal (chiefly laundries).....	22,022	628,169	28.52	27.71	24.60	126.8	127.8	122.7
Trade	252,437	8,526,254	33.78	33.41	30.77	135.2	135.7	125.9
Retail.....	178,292	5,601,207	31.42	31.03	28.51	132.2	133.1	123.3
Wholesale.....	74,145	2,925,047	39.45	39.21	36.51	146.6	145.7	135.6
Eight Leading Industries	1,955,152	77,113,195	39.44	38.63	35.61	123.8	124.0	118.1
Finance	83,651	3,144,389	37.59	37.53	36.66	137.0	136.8	130.5
Banks and trust companies.....	47,035	1,562,362	33.22	33.07	32.97	144.8	144.7	138.5
Brokerage and stock market.....	3,730	174,080	46.67	45.89	44.94	159.2	162.8	174.1
Insurance.....	32,886	1,407,947	42.81	42.96	41.09	124.8	124.4	117.0
Total—Nine Leading Industries	2,038,803	80,257,584	39.37	38.59	35.66	124.3	124.5	118.6

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

Industries	March 1, 1948				Feb. 1, 1948		Mar. 1, 1947	
	Men		Women		Men	Women	Men	Women
	No.	No.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Manufacturing	821,754	239,432	77.4	22.6	77.2	22.8	76.8	23.2
Animal products—edible.....	34,907	7,407	82.5	17.5	82.0	18.0	81.4	18.6
Fur and products.....	2,547	1,415	64.3	35.7	63.1	36.9	64.0	36.0
Leather and products.....	19,810	12,349	61.6	38.4	62.0	38.0	61.1	38.9
Boots and shoes.....	11,337	8,438	57.3	42.7	57.6	42.4	57.5	42.5
Lumber and products.....	71,209	6,449	91.7	8.3	91.7	8.3	91.5	8.5
Rough and dressed lumber.....	42,504	2,480	94.5	5.5	94.5	5.5	94.3	5.7
Furniture.....	14,584	1,598	90.1	9.9	90.2	9.8	90.5	9.5
Other lumber products.....	14,121	2,371	85.6	14.4	86.0	14.0	85.9	14.1
Plant products—edible.....	38,483	18,642	67.4	32.6	66.9	33.1	68.3	31.7
Pulp and paper products.....	89,601	22,455	80.0	20.0	80.0	20.0	79.4	20.6
Pulp and paper.....	45,724	2,440	94.9	5.1	94.9	5.1	94.1	5.9
Paper products.....	14,160	7,848	64.3	35.7	63.9	36.1	62.4	37.6
Printing and publishing.....	29,717	12,167	71.0	29.0	71.2	28.8	71.1	28.9
Rubber products.....	18,112	6,166	74.6	25.4	74.6	25.4	73.9	26.1
Textile products.....	73,004	88,365	45.2	54.8	45.2	54.8	44.9	55.1
Thread, yarn and cloth.....	36,763	23,107	61.4	38.6	61.1	38.9	62.0	38.0
Cotton yarn and cloth.....	13,650	9,068	60.1	39.9	60.0	40.0	60.4	39.6
Woolen yarn and cloth.....	9,112	6,826	57.2	42.8	57.2	42.8	59.0	41.0
Artificial silk and silk goods.....	10,301	5,495	65.2	34.8	64.6	35.4	65.4	34.6
Hosiery and knit goods.....	9,747	17,626	35.6	64.4	36.1	63.9	36.1	63.9
Garments and personal furnishings.....	17,162	39,758	30.2	69.8	30.2	69.8	29.5	70.5
Other textile products.....	9,332	7,874	54.2	45.8	54.0	46.0	50.3	49.7
Tobacco.....	5,406	6,532	45.3	54.7	45.0	55.0	46.1	53.9
Beverages.....	15,697	2,483	86.3	13.7	86.3	13.7	86.1	13.9
Chemicals and allied products.....	32,068	9,911	76.4	23.6	76.2	23.8	73.6	26.4
Clay, glass and stone products.....	18,128	2,602	87.4	12.6	87.8	12.2	87.0	13.0
Electric light and power.....	24,366	3,360	87.9	12.1	88.9	11.1	88.4	11.6
Electrical apparatus.....	36,761	15,484	70.4	29.6	69.4	30.6	67.4	32.6
Iron and steel products.....	273,986	21,258	92.8	7.2	92.6	7.4	92.2	7.8
Crude, rolled and forged products.....	37,039	1,719	95.6	4.4	95.6	4.4	94.9	5.1
Machinery (other than vehicles).....	26,212	3,255	89.0	11.0	89.0	11.0	88.9	11.1
Agricultural implements.....	17,519	825	95.5	4.5	95.6	4.4	95.0	5.0
Land vehicles and aircraft.....	106,289	6,108	94.6	5.4	94.1	5.9	94.4	5.6
Automobiles and parts.....	140,000	4,592	89.7	10.3	87.5	12.5	89.9	10.1
Steel shipbuilding and repairing.....	20,569	641	97.0	3.0	97.0	3.0	96.0	4.0
Heating appliances.....	7,183	506	93.4	6.6	93.5	6.5	92.5	7.5
Iron and steel fabrications (n.e.s.).....	10,703	887	92.3	7.7	92.3	7.7	91.2	8.8
Foundry and machine shop products.....	8,336	419	95.2	4.8	94.9	5.1	94.6	5.4
Other iron and steel products.....	40,136	6,898	85.3	14.7	85.2	14.8	84.2	15.8
Non-ferrous metal products.....	42,129	7,204	85.4	14.6	85.3	14.7	84.2	15.8
Non-metallic mineral products.....	13,508	1,357	90.9	9.1	91.2	8.8	91.2	8.8
Miscellaneous.....	12,032	5,993	66.8	33.2	67.0	33.0	67.6	32.4
Logging	112,477	2,070	98.2	1.8	98.2	1.8	98.4	1.6
Mining	75,869	1,635	97.9	2.1	97.7	2.3	97.5	2.5
Coal.....	22,711	240	99.0	1.0	98.6	1.4	98.2	1.8
Metallic ores.....	39,884	802	98.0	2.0	98.0	2.0	98.0	2.0
Non-metallic minerals (except coal).....	13,274	593	95.7	4.3	95.8	4.2	95.6	4.4
Communications	21,582	23,947	47.4	52.6	47.8	52.2	45.0	55.0
Telegraphs.....	6,496	1,542	80.8	19.2	80.7	19.3	78.4	21.6
Telephones.....	14,672	22,259	39.7	60.3	40.1	59.9	37.0	63.0
Transportation	161,003	10,659	93.8	6.2	93.6	6.4	93.6	6.4
Street railways, cartage and storage.....	53,802	4,159	92.8	7.2	92.4	7.6	92.4	7.6
Steam railway operation.....	84,403	5,594	93.8	6.2	93.8	6.2	93.6	6.4
Shipping and stevedoring.....	22,798	906	96.2	3.8	96.0	4.0	96.5	3.5
Construction and Maintenance	164,552	3,683	97.8	2.2	98.0	2.0	97.8	2.2
Building.....	80,682	2,193	97.4	2.6	97.5	2.5	97.2	2.8
Highway.....	47,502	1,365	97.2	2.8	97.6	2.4	97.1	2.9
Railway.....	36,368	125	99.7	0.3	99.7	0.3	99.7	0.3
Services	30,646	33,406	47.8	52.2	47.3	52.7	45.8	54.2
Hotels and restaurants.....	21,072	20,958	50.1	49.9	49.8	50.2	49.4	50.6
Personal (chiefly laundries).....	9,574	12,448	43.5	56.5	42.7	57.3	38.7	61.3
Trade	153,966	98,471	61.0	39.0	60.6	39.4	59.3	40.7
Retail.....	97,114	81,178	54.5	45.5	54.0	46.0	52.6	47.4
Wholesale.....	56,852	17,293	76.7	23.3	76.6	23.4	76.3	23.7
Eight Leading Industries	1,541,849	413,303	78.9	21.1	78.8	21.2	78.3	21.7
Finance	44,141	39,510	52.8	47.2	52.8	47.2	54.1	45.9
Banks and trust companies.....	22,870	24,165	48.6	51.4	48.6	51.4	50.6	49.4
Brokerage and stock market operations.....	2,424	1,306	65.0	35.0	64.7	35.3	65.2	34.8
Insurance.....	18,847	14,039	57.3	42.7	57.5	42.5	58.1	41.9
All Industries	1,585,990	452,813	77.8	22.2	77.7	22.3	77.3	22.7

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING
(Hourly-Rated Wage-Earners)

Week Preceding	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Dec 1, 1944.....	46.3	46.9	45.5	70.5	77.9	60.4
Mar. 1, 1945.....	45.8	46.5	45.0	70.1	77.8	60.3
Mar. 1, 1946.....	44.0	44.2	43.9	67.9	74.5	61.5
Mar. 1, 1947.....	43.4	43.6	43.2	77.1	84.2	69.9
April 1, 1947.....	43.2	43.4	43.1	77.6	84.8	70.5
May 1, 1947.....	43.2	43.3	43.1	78.3	85.4	71.2
June 1, 1947.....	42.9	43.0	42.7	79.9	86.2	73.4
July 1, 1947.....	42.0	42.5	41.6	80.8	86.8	74.7
Aug. 1, 1947.....	42.5	42.6	42.3	81.3	87.7	74.8
Sept. 1, 1947.....	42.3	42.5	42.2	82.2	88.8	75.7
Oct. 1, 1947.....	43.1	43.5	42.6	83.4	90.6	76.2
Nov. 1, 1947.....	42.9	43.1	42.7	84.7	91.9	77.6
Dec. 1, 1947.....	43.5	43.8	43.2	85.6	92.8	78.3
*Jan. 1, 1948.....	38.3	38.5	38.1	86.6	92.9	80.0
Feb. 1, 1948.....	42.8	42.7	42.8	86.6	93.2	80.1
Mar. 1, 1948.....	43.2	43.4	43.0	88.0	95.0	80.9

* The averages at this date were affected by loss of working time at the year-end holidays.

TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING

Week Preceding	All Manufactures(1)		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
Dec. 1, 1944.....	33.29	32.64	36.83	36.54	29.23	27.48
Mar. 1, 1945.....	33.50	32.11	37.04	36.18	29.46	27.14
Mar. 1, 1946.....	32.29	29.88	34.90	32.93	29.98	27.00
Mar. 1, 1947.....	35.69	33.46	38.48	36.71	33.17	30.20
April 1, 1947.....	35.87	33.52	38.59	36.80	33.38	30.39
May 1, 1947.....	36.13	33.83	38.83	36.98	33.67	30.69
June 1, 1947.....	36.52	34.28	38.91	37.07	34.32	31.11
July 1, 1947.....	36.34	33.94	38.71	36.89	34.18	31.08
Aug. 1, 1947.....	36.85	34.55	39.26	37.36	34.65	31.64
Sept. 1, 1947.....	37.05	34.77	39.49	37.74	34.83	31.95
Oct. 1, 1947.....	37.94	35.95	40.94	39.41	35.21	32.46
Nov. 1, 1947.....	38.42	36.34	41.26	39.70	35.86	33.14
Dec. 1, 1947.....	39.16	37.24	42.09	40.65	36.50	33.83
*Jan. 1, 1948.....	36.15	33.17	38.31	35.77	34.14	30.48
Feb. 1, 1948.....	39.26	37.06	41.65	39.80	37.10	34.28
Mar. 1, 1948.....	40.06	38.02	42.81	41.23	37.52	34.78

(1) Exclusive of electric light and power.

* See footnote to Table C-6.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES
(Hourly-Rated Wage-Earners)

	Average Hours Worked			Average Hourly Earnings (cents)		
	Mar. 1, 1948	Feb. 1, 1948	Mar. 1, 1947	Mar. 1, 1948	Feb. 1, 1948	Mar. 1, 1947
	Nova Scotia.....	44.1	44.8	44.3	79.5	79.3	73.6
New Brunswick.....	46.0	45.9	46.2	78.4	78.0	70.8
Quebec.....	45.0	44.3	45.2	79.7	78.9	69.5
Ontario.....	42.6	42.1	42.5	92.6	90.6	80.7
Manitoba.....	42.8	43.1	42.7	83.9	84.1	77.3
Saskatchewan.....	43.0	43.0	43.7	89.2	88.4	79.1
Alberta.....	42.3	42.7	42.6	87.2	86.7	76.9
British Columbia.....	38.8	38.7	40.5	106.0	104.8	93.0
Montreal.....	43.2	42.5	42.9	83.8	82.8	74.7
Toronto.....	41.1	41.0	40.9	92.2	91.6	80.6
Hamilton.....	42.3	42.4	43.4	96.9	95.6	84.4
Winnipeg.....	42.4	42.6	42.2	83.2	83.3	76.7
Vancouver.....	38.1	38.5	39.9	104.8	103.3	92.7

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY
(Hourly Rated Wage-Earners)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages			Wage-Earners ⁽²⁾ Working Hours Shown in Col. 1
	Mar. 1, 1948	Feb. 1, 1948	Mar. 1, 1947	Mar. 1, 1948	Feb. 1, 1948	Mar. 1, 1947	Mar. 1, 1948	Feb. 1, 1948	Mar. 1, 1947	
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$	
Manufacturing	43-2	42-8	43-4	85-0	86-6	77-1	38-02	37-06	33-46	779,237
•Durable manufactured goods.....	43-4	42-7	43-6	95-0	93-2	84-2	41-23	39-80	36-71	390,681
Non-durable manufactured goods.....	43-0	42-8	43-2	80-9	80-1	69-9	34-78	34-28	30-20	388,556
Animal products—edible.....	42-6	42-0	42-6	86-8	85-8	75-8	36-98	36-04	32-29	23,325
Dairy products.....	46-9	46-9	47-2	73-7	72-5	65-6	34-57	34-00	30-96	5,448
Meat products.....	41-8	41-9	41-3	94-9	94-4	82-4	39-67	39-55	34-03	14,551
Leather products.....	40-8	40-6	42-3	69-8	69-3	60-9	28-48	28-14	25-76	23,490
Leather boots and shoes.....	40-8	40-6	42-4	66-0	65-7	57-4	26-93	26-67	24-34	14,590
Lumber products.....	42-3	41-5	44-0	81-2	81-0	70-5	34-35	33-62	31-02	62,516
Rough and dressed lumber.....	41-4	40-5	44-1	86-8	86-4	74-7	35-94	34-99	32-94	35,238
Containers.....	44-3	43-2	44-6	74-8	74-0	65-3	33-14	31-97	29-12	6,732
Furniture.....	42-9	42-7	43-9	76-7	76-3	66-7	32-90	32-58	29-28	13,563
Musical instruments.....	44-6	44-5	45-6	75-6	73-7	65-3	33-72	32-80	29-78	870
Plant products—edible.....	42-5	42-1	41-9	70-2	69-1	62-2	29-84	29-09	26-06	38,966
Flour and other milled products.....	43-9	42-8	45-4	85-8	84-2	72-9	37-67	36-04	33-10	5,689
Fruit and vegetable preserving.....	40-2	41-0	39-4	65-0	63-6	58-0	26-13	26-08	22-85	6,375
Bread and bakery products.....	43-1	42-6	42-3	66-9	66-3	60-2	28-83	28-24	25-46	12,624
Chocolate and cocoa products.....	40-4	40-6	40-3	60-8	60-3	53-5	24-56	24-48	21-56	6,524
Pulp and paper products.....	45-9	45-5	46-0	95-7	95-3	81-5	43-93	43-36	37-49	82,530
Pulp and paper.....	49-8	49-3	50-0	100-8	100-9	85-5	50-20	49-74	42-75	41,453
Paper products.....	43-6	43-0	43-1	77-5	77-8	65-4	33-79	33-02	28-19	16,714
Printing and publishing.....	41-0	40-8	41-1	98-4	97-3	85-0	40-34	39-70	34-94	24,363
Rubber products.....	42-6	43-2	44-7	95-6	95-2	84-1	40-73	41-13	37-59	19,810
Textile products.....	41-8	41-8	42-1	69-8	68-6	60-2	29-18	28-67	25-34	129,116
Thread, yarn and cloth.....	44-4	44-5	45-0	71-4	69-7	59-1	31-70	31-02	26-60	54,102
Cotton yarn and cloth.....	43-3	43-4	44-8	72-2	71-9	59-3	31-26	31-20	26-57	21,198
Woolen yarn and cloth.....	44-4	44-3	43-6	62-2	68-0	58-6	30-72	30-12	25-55	14,066
Silk and artificial silk goods.....	46-1	46-5	46-1	72-6	68-0	59-3	33-47	31-62	27-34	11,150
Hosiery and knit goods.....	41-5	41-8	41-7	63-8	63-4	56-8	26-48	26-50	23-69	22,878
Garments and personal furnishings.....	38-5	38-2	38-7	69-6	68-9	62-6	26-80	26-32	24-23	39,058
Tobacco.....	42-0	42-6	43-2	66-8	65-8	56-8	28-06	28-03	24-54	9,435
Beverages.....	42-8	43-0	41-5	88-0	87-6	77-4	37-66	37-67	32-12	12,343
Distilled and malt liquor.....	42-2	42-5	40-9	90-9	90-7	79-2	38-36	38-55	32-39	10,563
Chemicals and allied products.....	43-6	43-4	43-5	88-6	88-1	76-3	38-63	38-24	33-19	24,808
Drugs and medicines.....	41-3	40-6	41-8	73-1	73-3	67-3	30-19	29-76	28-13	3,869
Clay, glass and stone products.....	45-3	45-0	45-3	86-3	85-7	74-3	39-09	38-57	33-66	17,150
Glass products.....	45-8	46-0	44-7	81-6	81-1	71-5	37-37	37-31	31-96	5,720
Lime, gypsum and cement products.....	46-2	45-3	45-3	85-9	85-1	80-5	39-69	38-55	36-47	4,258
Electrical apparatus.....	41-5	40-4	41-2	95-1	93-9	81-4	39-47	37-94	33-54	38,319
Heavy electrical apparatus ¹	42-6	42-8	42-1	103-5	102-6	89-6	44-09	43-91	37-72	10,002
Iron and steel products.....	43-8	43-1	43-7	99-4	97-0	89-5	43-54	41-81	39-11	232,931
Crude, rolled and forged products.....	45-9	45-5	46-4	100-9	100-4	92-1	46-31	45-68	42-73	34,122
Primary iron and steel.....	46-3	45-7	46-7	102-7	102-2	93-8	47-55	46-71	43-80	27,088
Machinery (other than vehicles).....	45-0	44-8	45-2	92-9	92-4	81-9	41-81	41-40	37-02	22,044
Agricultural implements.....	43-6	44-4	42-9	104-5	103-0	88-8	45-56	45-73	38-10	15,241
Land vehicles and aircraft.....	43-3	41-7	42-3	104-3	99-4	96-7	45-16	41-45	40-90	83,507
Railway rolling stock.....	43-5	44-3	42-6	96-9	96-1	94-7	42-15	42-57	40-34	39,647
Automobiles and parts.....	42-9	37-4	41-3	114-4	106-4	100-5	49-08	39-79	41-51	36,765
Aeroplanes and parts.....	44-6	44-1	44-6	94-7	93-7	91-1	42-24	41-32	40-63	6,317
Steel shipbuilding and repairing.....	43-0	41-2	42-5	99-2	99-4	91-8	42-66	40-95	39-02	18,308
Iron and steel fabrication n.e.s.....	42-5	42-4	42-8	94-8	93-3	85-9	40-29	39-56	36-77	8,974
Hardware, tools and cutlery.....	43-0	43-4	45-4	88-1	87-4	76-5	37-88	37-93	34-73	10,150
Foundry and machine shop products.....	44-1	43-3	43-6	96-8	95-5	86-2	42-69	41-35	37-58	6,968
Sheet metal work.....	42-0	42-2	42-9	90-0	89-4	78-2	37-80	37-73	33-55	11,835
Non-ferrous metal products.....	43-6	43-5	43-9	94-5	94-2	82-4	41-20	40-98	36-17	38,895
Preparation of non-ferrous metallic ores.....	44-2	44-0	43-8	103-4	103-5	89-6	45-70	45-54	39-24	10,689
Aluminum and its products.....	45-6	45-0	45-9	94-7	94-6	83-5	43-18	42-57	38-33	10,337
Brass and copper mfg.....	42-5	42-9	43-1	92-2	91-5	79-0	39-19	39-25	34-05	10,001
Non-metallic mineral products.....	43-3	42-7	43-3	103-4	103-7	88-8	44-77	44-28	38-45	9,719
Petroleum and its products.....	41-7	40-8	41-4	112-0	112-9	99-4	46-70	46-06	41-15	5,976
Miscellaneous manufactured products.....	41-6	41-5	42-0	77-4	76-8	67-5	32-20	31-87	28-35	15,016
Mining	42-9	43-8	43-6	108-4	104-5	95-1	46-50	45-77	41-46	66-181
Coal.....	36-4	40-0	35-9	121-5	109-9	114-7	44-23	43-96	41-18	20,398
Metallic ores.....	45-9	45-4	45-9	106-6	105-9	95-8	48-93	48-08	43-97	35-292
Non-metallic minerals (except coal).....	45-3	43-9	45-3	94-0	92-8	73-8	42-58	40-74	33-43	10,491
Local Transportation ²	45-7	45-4	46-8	91-4	91-2	81-8	41-77	41-40	38-28	29,664
Building Construction	41-1	40-1	40-1	99-2	99-3	88-2	40-77	39-82	35-37	68,720
Highway Construction	39-8	38-2	46-3	80-9	77-5	67-4	32-20	29-61	31-21	26,854
Services (as indicated below).....	43-0	42-6	43-3	56-6	55-8	51-5	24-34	23-77	22-30	33,398
Hotels and restaurants.....	43-8	43-6	44-2	55-4	54-6	51-5	24-27	23-81	22-76	22-175
Personal (chiefly laundry).....	41-3	40-6	41-6	59-1	58-4	51-5	24-41	23-71	21-42	11,223

The latest figures are subject to revision

¹ Industries classified in the durable manufactured industries.

² Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows: Jan. 1, 1948, 191-5; Feb. 1, 1948, 194-7; Mar. 1, 1948, 196-4; Mar. 1, 1947, the index was 170-0.

³ Chiefly street and electric railways.

⁴ For information respecting the sex distribution of persons in recorded employment, see Table C-5.

TABLE C-10.— EARNINGS, HOURS, AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

(SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S.; Real Wages computed by Research and Statistics)

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
Week preceding		¢	\$			
January 1, 1945.....	46.1*	70.0	32.27*	106.8	96.0	111.3
February 1, 1945.....	45.4	70.1	31.83	105.3	96.0	109.7
March 1, 1945.....	45.8	70.1	32.11	106.3	96.0	110.7
April 1, 1945.....	45.6*	70.4	32.10*	106.2	96.0	110.6
May 1, 1945.....	45.5	70.5	32.08	106.2	96.3	110.3
June 1, 1945.....	44.3	70.3	31.14	103.0	96.8	106.4
July 1, 1945.....	44.3	70.1	31.05	102.7	97.3	105.5
August 1, 1945.....	44.3	69.5	30.79	101.9	97.5	104.5
September 1, 1945.....	44.1	69.2	30.52	101.9	97.0	104.1
October 1, 1945.....	44.7	67.8	30.31	100.3	96.8	103.6
November 1, 1945.....	44.9	67.5	30.31	100.3	97.0	103.4
December 1, 1945.....	44.8	67.0	30.02	99.3	97.2	102.2
January 1, 1946.....	44.2*	67.9	30.01*	99.3	97.0	102.4
February 1, 1946.....	44.1	68.1	30.03	99.4	97.0	102.5
March 1, 1946.....	44.0	67.9	29.88	98.9	97.2	101.7
April 1, 1946.....	44.4	68.4	30.37	100.5	97.7	102.9
May 1, 1946.....	43.0	68.9	29.63	98.0	98.7	99.3
June 1, 1946.....	42.0	69.1	29.02	96.0	100.0	96.0
July 1, 1946.....	42.4	70.0	29.68	98.2	101.2	97.0
August 1, 1946.....	43.0	70.0	30.10	99.6	101.6	98.0
September 1, 1946.....	42.7	70.6	30.15	99.8	101.5	98.3
October 1, 1946.....	42.9	71.4	30.63	101.4	102.6	98.8
November 1, 1946.....	42.4	72.9	30.91	102.3	102.8	99.5
December 1, 1946.....	43.2	74.5	32.18	106.5	102.8	103.6
January 1, 1947.....	42.7*	76.2	32.54*	107.7	102.8	104.8
February 1, 1947.....	43.1	76.3	32.89	108.8	103.4	105.2
March 1, 1947.....	43.4	77.1	33.46	110.7	104.3	106.1
April 1, 1947.....	43.2	77.6	33.52	110.9	105.7	104.9
May 1, 1947.....	43.2	78.3	33.83	111.9	107.7	103.9
June 1, 1947.....	42.9	79.9	34.28	113.4	109.1	103.9
July 1, 1947.....	42.0	80.8	33.94	112.3	110.0	102.1
August 1, 1947.....	42.5	81.3	34.55	114.3	110.5	103.4
September 1, 1947.....	42.3	82.2	34.77	115.1	112.8	102.0
October 1, 1947.....	43.1	83.4	35.95	119.0	115.0	103.5
November 1, 1947.....	42.9	84.7	36.34	120.3	116.2	103.5
December 1, 1947.....	43.5	85.5	37.19	123.1	118.1	104.2
January 1, 1948.....	43.2*	86.1	37.13*	122.9	120.0	102.4
February 1, 1948 (1).....	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948 (1).....	43.2	88.0	38.02	125.8	122.0	103.1

* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03; January 1, 1948, 38.3 hours, \$33.17.

(1) Latest figures subject to revision.

NOTE:—Average Real Weekly Earnings were computed by dividing the index of the cost-of-living into an index of the average weekly earnings, both indices having been calculated on a similar base (Average 1946=100).

TABLE C-11.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1919.....	3.1	2.0	3.4	2.7	2.1	3.2	2.0	7.9	3.4
Average 1920.....	1.8	2.0	7.2	3.4	3.1	3.2	2.8	11.2	4.9
Average 1921.....	11.3	8.5	16.6	9.7	8.5	7.8	7.8	23.5	12.7
Average 1922.....	7.1	4.3	8.6	5.0	8.9	5.4	6.1	12.4	7.1
Average 1923.....	3.0	2.0	6.7	3.7	5.8	3.0	6.0	5.8	4.9
Average 1924.....	5.1	4.0	10.9	6.1	6.5	4.3	5.4	5.8	7.2
Average 1925.....	5.0	3.6	10.9	5.5	5.1	3.3	8.4	5.7	7.0
Average 1926.....	7.8	2.1	6.8	4.2	3.6	3.0	4.9	5.5	5.1
Average 1927.....	3.7	1.9	6.8	4.1	4.4	3.2	4.1	5.5	4.9
Average 1928.....	4.0	1.2	6.1	3.5	4.2	3.0	4.2	5.1	4.5
Average 1929.....	4.0	1.6	7.7	4.3	7.1	5.3	6.4	5.9	5.7
Average 1930.....	5.4	3.7	14.0	10.4	9.6	10.6	13.3	11.6	11.1
Average 1931.....	8.5	9.2	19.3	17.2	15.7	15.6	19.4	17.6	16.8
Average 1932.....	9.6	14.4	26.4	23.7	20.0	15.8	22.6	21.6	22.0
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.7	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Average 1943.....	.8	.9	1.1	.6	.9	.7	.8	.4	.8
Average 1944.....	.2	.6	.7	.4	.5	.6	.6	.5	.5
Average 1945.....	2.0	1.2	1.4	1.5	.7	.9	.6	1.5	1.4
Average 1946.....	2.7	1.7	1.2	1.1	1.2	1.2	.8	2.7	1.4
Average 1947.....	6.7	3.5	1.3	.6	.8	.8	1.0	1.5	1.3
Mar. 1920.....	1.9	3.1	3.3	2.3	3.2	4.0	2.1	7.6	3.1
June 1920.....	.6	.4	3.1	1.6	1.4	2.2	1.2	5.8	2.1
Sept. 1920.....	.3	.1	7.6	1.9	.5	.1	.6	5.1	3.3
Dec. 1920.....	6.9	11.0	19.6	12.3	7.8	10.1	9.2	11.6	13.0
Mar. 1921.....	17.9	11.7	16.9	13.0	10.5	12.1	9.8	34.6	16.5
June 1921.....	14.3	11.7	20.7	6.7	8.0	6.8	9.4	24.4	13.2
Sept. 1921.....	8.7	7.0	13.8	6.2	3.9	2.5	3.0	12.5	8.5
Dec. 1921.....	5.9	6.9	26.8	9.7	15.5	10.4	6.8	24.7	15.1
Mar. 1926.....	19.0	2.7	6.5	8.4	7.0	6.8	4.6	3.0	7.3
June 1926.....	3.8	1.6	8.9	1.9	2.6	.8	4.9	2.6	4.1
Sept. 1926.....	1.1	1.6	7.1	1.8	.5	1.1	2.0	5.4	3.3
Dec. 1926.....	3.2	2.2	7.6	5.6	4.3	2.1	6.7	7.5	5.9
Mar. 1929.....	6.2	1.4	7.9	4.5	9.2	7.3	4.9	4.8	6.0
June 1929.....	3.3	1.0	2.9	2.5	3.1	2.8	4.3	2.6	2.9
Sept. 1929.....	1.8	1.6	3.9	3.1	4.7	2.5	6.1	4.5	3.7
Dec. 1929.....	5.2	2.4	14.5	9.7	12.8	13.0	13.9	11.5	11.4
Mar. 1933.....	22.7	16.4	27.3	26.8	20.3	20.5	25.3	23.8	25.1
June 1933.....	13.8	13.0	26.2	23.3	19.4	14.9	24.5	18.6	21.8
Sept. 1933.....	11.0	10.4	24.1	20.9	19.1	13.5	19.7	21.3	19.8
Dec. 1933.....	11.2	11.5	23.2	24.9	20.3	17.2	17.6	19.8	21.0
Mar. 1939.....	9.1	10.6	18.6	15.8	12.9	13.1	16.7	15.3	15.7
June 1939.....	6.3	8.9	15.0	9.7	10.2	6.6	18.2	9.7	11.6
Sept. 1939.....	7.4	6.1	13.2	7.6	4.0	3.2	6.2	10.0	9.1
Dec. 1939.....	5.3	4.3	16.1	9.7	12.0	10.2	4.9	12.4	11.4
Mar. 1945.....	.5	.0	1.2	.6	.9	.8	.8	.5	.7
June 1945.....	1.2	.1	.6	.7	.2	.9	.3	.2	.5
Sept. 1945.....	2.0	.5	2.4	.5	.4	.4	.3	2.4	1.4
Dec. 1945.....	4.6	4.7	1.8	4.0	1.2	1.3	.9	3.5	3.0
Mar. 1946.....	4.0	1.8	1.4	1.7	1.6	2.1	1.0	3.0	1.9
June 1946.....	3.6	3.7	1.0	.8	1.5	.7	.4	2.3	1.3
Sept. 1946.....	.9	1.0	1.0	1.0	.5	.4	.5	1.5	1.0
Dec. 1946.....	1.5	.3	1.4	.9	1.3	1.5	1.4	3.6	1.5
Mar. 1947.....	15.4	1.7	1.8	.7	1.3	2.0	1.5	2.0	1.8
June 1947.....	7.2	2.2	.5	.5	.4	.5	.3	.8	.8
Sept. 1947.....	4.9	.8	.6	.3	.5	.2	.5	1.1	.7
Dec. 1947.....	3.6	8.4	2.2	.9	1.1	.6	1.5	2.0	1.7
Mar. 1948.....	6.1	3.9	2.7	3.1	1.0	2.8	2.9	3.8	3.1

TABLE C-12.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

NOTE.—In percentages shown below, "0" indicates no unemployment. Where ".0" is used, negligible unemployment (less than .05 per cent) is indicated.

	Logging and Lumbering	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and gloves workers	Animal products	Rubber products	Iron and its products	Non-ferrous metals
1919		1.9	3.9	4.2	1.4	3.3	.6		2.2	3.1	4.0	2.3		6.2		4.7	6.5
1920		6.6	1.9	5.7	.8	.0	1.3		4.4	3.8	0	.2		2.0		1.8	1.0
1921		11.6	18.0	7.4	4.3	6.9	3.9		14.1	3.5	3.1	4.1		12.0		29.4	35.3
1926	60.8	17.6	5.2	12.2	4.3	1.5	5.3		5.5	6.2	17.4	5.4	12.7	13.7		3.1	6.5
1923	19.1	16.5	3.9	4.6	3.0	6.4	2.4		10.3	3.8	0	7.7	3.2	16.2		2.8	0.5
1940	11.8	13.1	6.9	4.8	4.4	3.1	6.4	10.3	6.6	3.0	.1	2.8	8.8	25.0		6.1	1.1
1942	7.4	3.3	3.1	2.1	1.4	.8	2.6		9.0	.0	.0	1.3	0	12.7		3.6	.1
1943	0	2.2	.3	.2	.3	.3	1.0	.0	.0	.2	0	.2	.1	2.4		0	.0
1944	.8	.7	.3	.1	.3	.3	.2	.0	.9	.1	0	.3	0	.3		.3	1.4
1945	6.1	6	1.3	.5	.6	.9	.4	0	2.3	.0	1.6	.3	0	.1		.3	.1
1946	4.2	0	1.3	.5	.4	.4	.4	0	3.0	.0	0	.0	0	1.2		3.5	2.3
1947	0	.3	1.5	.2	.1	.1	.3		3.0	.0	.0	.1	0	4.5		2.6	1.5
1948	27.3	.8	2.0	1.5	.4	.5	.3	.8	3.4	.0	.1	.5	15.0	7.8		2.9	.1
1933		17.5	28.2	15.4	16.8	19.2	15.9	0	41.6	19.8	29.7	19.0	20.0	26.7		35.3	35.7
1934		14.6	24.5	8.4	14.0	12.7	14.5	0	26.8	18.9	10.6	20.7	8.3	20.9		30.6	14.7
1935		9.8	21.3	9.8	15.4	15.5	15.4	8.7	28.0	8.1	14.1	7.7	6.4	23.0		23.6	16.7
1936		6.8	23.4	16.0	15.3	17.4	14.4	0	13.9	17.2	18.3	11.4	56.6	42.7		25.3	23.3
1939		12.8	13.3	8.5	7.7	8.7	6.1	0	8.4	11.6	12.4	11.4	12.4	25.8		16.2	2.9
1939	10.1	14.7	13.5	4.7	5.5	4.5	7.1	0	3.0	19.0	8.8	20.3	24.1	17.8		14.7	7.4
1939	21.2	5.9	10.8	3.7	6.8	6.4	7.4	0	22.9	6.1	1.2	3.3	29.3	20.8		14.0	1.8
1939	23.0	5.0	10.0	4.4	5.7	4.3	8.0	12.1	7.0	9.3	.7	8.0	29.0	33.1		8.7	.8
1944	.8	.7	.3	.1	.3	.3	.2	.0	.8	.1	0	.2	0	.2		.3	1.4
1944	0	.3	.1	.1	.1	.0	.1	0	.2	.2	0	.3	0	.0		.1	0
1944	0	.5	.4	0	.7	1.0	.1	.2	.4	.2	.0	.4	0	.1		.2	0
1944																	
1946	4.2	.7	1.8	.5	.4	.4	.4	0	2.3	.0	0	0	0	1.2		3.5	2.2
1946	.8	.8	1.6	.5	.2	.2	.3	.1	.6	.3	0	.4	.5	1.8		3.1	4.6
1946	0	.5	1.4	.1	.4	.5	.2	.0	.4	.5	1.2	0	2.0	3.0		2.0	3.0
1946	8.0	.7	1.4	.1	1.3	2.0	.1	0	1.3	.1	0	.1	1.0	1.7		2.3	4.7
1947	0	.3	1.5	.2	.1	.1	.1	0	3.0	.0	.0	.1	0	4.5		2.6	1.5
1947	1.8	1.0	1.1	.7	.3	.4	.1	0	.7	.0	.1	.0	0	.5		2.3	.8
1947	0	.3	.9	.5	.5	.5	.3	.0	1.5	.0	.0	.1	0	1.5		1.7	.1
1947	0	.4	1.5	1.6	.5	.6	.2	.1	1.5	.8	.1	.8	10.8	1.6		2.4	.7
1948	27.3	.8	2.0	1.5	.4	.5	.3	.8	3.4	.6	.1	.5	15.0	7.8		2.9	.1

TABLE C-12.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES—Continued

NOTE.—In percentages shown below, “.0” indicates no unemployment. Where “.0” is used, negligible unemployment (less than .05 per cent) is indicated.

	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone	Trade (retail and wholesale clerks)	Services	Governmental (civil)	Miscellaneous	All occupations
1919	10.0	2.7	.....	.....	16.5	3.1	12.1	2.9	1.3	0	0	.....	2.5	3.0	-.1	6.0	5.0
1920	14.4	0	.....	4.6	9.9	2.0	4.1	3.3	1.0	-.1	-.1	.....	.3	2.9	1.7	3.7	3.1
1921	31.0	12.1	.....	28.4	25.7	8.3	8.0	9.8	1.2	2.9	2.9	.....	.3	2.9	5.1	10.4	16.5
1926	3.5	0	.....	10.5	20.9	4.5	6.5	9.8	1.4	1.3	1.3	.....	0	8.5	1.2	5.5	7.3
1929	32.3	0	.....	16.5	17.9	4.3	30.8	3.7	-.6	-.7	-.7	.....	2	2.5	1.0	5.1	6.0
1940	27.1	7.9	.....	42.2	36.5	9.1	32.5	9.7	4.1	6.0	6.1	.....	5.5	2.9	2.8	4.2	10.8
1942	..2	0	.....	23.6	16.3	2.7	13.9	3.0	-.5	3.6	3.7	.....	0	-.8	-.4	1.2	4.5
1943	0	0	.....	5.3	9.0	1.1	5.5	3.0	-.2	1.8	1.9	.....	0	-.6	-.1	1.6	1.3
1944	0	-.3	.....	5	6.5	.4	1.0	.4	1.2	1.1	1.2	.....	0	-.4	-.1	.7	.9
1945	0	0	.....	3.9	1.9	.6	1.8	.8	-.2	1.1	1.1	.....	0	-.3	-.1	.6	.7
1946	0	1.8	.....	20.4	3.1	2.0	4.3	2.4	-.1	1.3	.3	.....	2.1	0	-.1	1.4	1.9
1947	..5	-.3	.....	6	5.0	2.0	12.9	1.8	-.5	1.1	1.1	.....	5.0	0	-.1	.7	1.8
1948	1.7	0	.....	6.3	8.1	1.6	27.3	1.0	-.3	-.1	-.1	.....	1.3	-.8	-.3	1.5	3.1
1933	32.6	0	.....	58.8	71.0	14.1	51.5	16.3	-.9	14.8	15.1	.....	.8	12.9	7.4	20.9	25.1
1933	36.8	0	.....	46.9	62.5	12.0	1.0	13.6	1.0	10.1	10.3	.....	2.9	12.9	6.3	23.4	21.8
1933	33.1	0	.....	60.9	42.1	12.3	42.1	12.3	1.1	11.5	11.7	.....	.6	11.0	5.2	20.8	19.8
1933	35.5	0	.....	73.2	69.1	13.4	34.6	14.5	1.1	12.9	13.1	3.8	0	8.7	2.8	19.8	21.0
1939	52.1	1.7	.....	34.8	40.2	13.2	69.8	12.9	1.7	6.8	7.0	.....	0	6.2	2.2	9.8	15.7
1939	45.3	0	.....	34.1	24.7	6.3	25.3	6.7	1.5	6.1	6.2	.....	0	3.5	1.5	5.3	11.6
1939	35.8	0	.....	25.4	21.3	4.2	40.7	3.8	1.0	7.2	7.4	.....	0	4.0	1.2	6.5	9.1
1939	13.3	6.8	.....	35.6	30.3	10.0	34.1	10.5	3.9	6.3	6.5	.....	0	4.4	4.2	4.6	11.4
1944	0	-.3	.....	5	6.5	.4	1.0	.4	-.0	1.1	1.2	.....	0	.4	-.0	.7	.9
1944	0	0	.....	0	9	.3	1.2	.4	-.0	1.5	1.6	.....	0	.2	0	.5	.3
1944	0	0	.....	0	7	.3	2.1	.3	-.0	1.9	2.0	.....	0	.3	0	.5	.3
1944	0	0	.....	3.6	2.8	.5	2.7	.5	-.1	-.5	-.6	.....	1.3	-.4	-.0	.7	.6
1946	0	1.8	.....	20.4	3.1	2.0	4.3	2.4	-.1	.3	.3	.....	0	.7	-.1	1.4	1.9
1946	0	0	.....	8	1.3	1.3	6.5	1.6	-.2	1.4	1.6	.....	0	4	-.1	.7	1.3
1946	7.8	0	.....	4.5	-.8	6.7	5	1.1	-.2	2	2	.....	0	-.3	-.1	.5	1.0
1946	2.0	0	.....	1	2.6	1.4	10.7	1.3	-.3	-.9	1.0	.....	0	-.6	-.3	.9	1.5
1947	-.5	-.3	.....	0	5.0	2.0	12.9	1.8	-.5	1.1	1.1	.....	0	.7	-.6	.7	1.8
1947	0	0	.....	0	4	-.6	2.2	-.6	-.0	1.3	1.6	.....	0	-.2	0	.5	.8
1947	0	0	.....	-.8	-.4	5.5	0	1.1	-.1	1.1	1.1	.....	0	-.5	0	1.1	.7
1947	1.6	-.4	.....	4.8	1.0	5.8	5.8	1.0	-.3	-.1	1.1	.....	0	.7	-.1	1.3	1.7
1948	1.7	0	.....	2.9	8.1	1.6	27.3	1.0	-.3	-.1	1.1	.....	1.3	-.8	-.3	1.5	3.1

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH

(SOURCE: Form UIC 757)

Month		Unfilled Vacancies			Unplaced Applicants		
		Male	Female	Total	Male	Female	Total
May, 1945		131,165	54,937	186,102	49,223	26,831	76,054
May, 1946		69,048	42,407	111,455	196,797	45,617	242,414
May, 1947		53,484	38,706	92,190	122,771	34,192	156,963
June, 1947		62,770	39,870	102,640	94,170	32,311	126,481
July, 1947		59,921	35,263	95,184	80,985	33,514	114,499
August, 1947		58,862	31,219	90,081	69,314	29,577	98,891
September, 1947		70,356	40,212	110,568	60,069	25,862	85,931
October, 1947		73,892	35,430	109,322	58,736	28,585	87,321
November, 1947		65,184	27,750	92,934	64,730	31,099	95,829
December, 1947		35,947	22,325	58,272	82,990	33,584	116,574
January, 1948		23,515	17,151	40,666	111,304	31,108	142,412
February, 1948		18,171	16,007	34,178	142,783	43,951	186,734
March, 1948		16,416	15,784	32,200	155,249	45,105	200,354
April, 1948		20,475	17,800	38,275	150,032	43,767	193,799
May, 1948 ⁽¹⁾		28,602	21,335	49,937	123,130	42,082	165,212

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT APRIL 1, 1948

(SOURCE: Form UIC 751)

Industry	Male	Female	Total	Change from February 29, 1948	
				Absolute	Percentage
Agriculture, Fishing, Trapping	1,349	276	1,625	+ 769	+ 89.8
Logging	696	9	705	- 730	- 50.9
Pulpwood.....	157	5	162	- 654	- 80.2
Lumber.....	273	3	276	- 137	- 33.2
Other logging.....	266	1	267	+ 61	+ 29.6
Mining	1,624	24	1,648	+ 833	+ 102.2
Coal.....	431	.....	431	+ 130	+ 43.2
Metallic ores—					
Iron.....	36	2	38	+ 12	+ 46.2
Gold.....	769	10	779	+ 497	+ 176.2
Nickel.....	157	.....	157	+ 29	+ 22.7
Other metallic ores and non-metallic minerals.....	192	2	194	+ 152	+ 361.9
Prospecting and oil producing.....	39	10	49	+ 13	+ 36.1
Manufacturing	6,170	5,850	12,020	+ 463	+ 4.0
Food and kindred products.....	498	368	866	+ 16	+ 1.9
Textiles, apparel, etc.....	678	3,703	4,381	- 589	- 11.9
Lumber and finished lumber products.....	1,049	156	1,205	+ 174	+ 16.9
Pulp and paper products and printing.....	723	280	1,003	+ 212	+ 26.8
Chemicals and allied products.....	356	164	520	+ 125	+ 31.6
Products of petroleum and coal.....	67	12	79	+ 14	+ 2.5
Rubber products.....	54	89	143	+ 30	+ 26.5
Leather and products.....	112	315	427	- 75	- 15.0
Stone, clay, glass products.....	266	43	309	+ 90	+ 41.1
Iron and steel and products.....	610	83	693	+ 150	+ 27.6
Non-ferrous metals and products.....	396	173	569	+ 165	+ 40.8
Machinery.....	518	69	587	+ 230	+ 64.4
Electrical equipment and products.....	221	193	414	+ 47	+ 12.8
Transportation equipment and other manufacturing.....	622	202	824	- 126	- 13.3
Construction	2,624	66	2,690	+ 663	+ 32.7
Transportation and Storage	1,028	62	1,090	+ 157	+ 16.8
Communication and Other Public Utilities	320	324	644	- 124	- 16.2
Trade	2,490	2,294	4,784	+1,027	+ 27.3
Wholesale.....	795	447	1,242	+ 153	+ 14.0
Retail.....	1,695	1,847	3,542	+ 874	+ 32.8
Finance, Insurance, Real Estate	1,074	927	2,001	+ 174	+ 9.5
Service	3,096	7,968	11,064	+2,743	+ 33.0
Public.....	681	512	1,193	+ 52	+ 4.6
Domestic.....	115	3,116	3,231	+ 662	+ 25.8
Personal.....	1,225	3,991	5,216	+1,820	+ 53.6
Other service.....	1,075	349	1,424	+ 209	+ 17.2
All Industries	20,471	17,800	38,271	+5,975	+ 18.5

TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT APRIL 1, 1948

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,098	523	1,621	4,148	799	4,947
Clerical Workers.....	1,374	3,431	4,805	7,448	11,179	18,627
Sales Workers.....	2,105	1,157	3,262	4,411	6,621	11,032
Personal and Domestic Service Workers.....	1,109	6,635	7,744	12,648	7,797	20,445
Seamen.....	225	2	227	2,467	11	2,478
Agriculture and Fishing.....	1,579	27	1,606	2,429	622	3,051
Skilled and Semiskilled Workers.....	8,173	4,051	12,224	58,031	7,676	65,707
Food and kindred products.....	152	31	183	1,313	1,095	2,408
Textiles, clothing, etc.....	422	3,150	3,572	900	3,086	3,986
Lumber and wood products.....	929	10	939	3,036	87	3,123
Pulp, paper and printing.....	258	49	307	299	266	565
Leather and products.....	81	184	265	1,254	468	1,722
Stone, clay and glass products.....	58	3	61	201	35	236
Metalworking.....	1,271	29	1,300	6,269	448	6,717
Electrical.....	177	22	199	971	368	1,339
Transportation equipment, n.e.c.....	19	4	23	442	115	557
Mining.....	666	.....	666	912	.....	912
Construction.....	1,504	.....	1,504	17,618	.....	17,618
Transportation (except seamen).....	477	9	486	10,851	39	10,890
Communication and public utility.....	62	.....	62	286	4	290
Trade and service.....	300	318	618	1,206	529	1,735
Other skilled and semiskilled.....	1,502	189	1,691	7,939	947	8,886
Foremen.....	82	12	94	1,070	100	1,170
Apprentices.....	213	41	254	3,464	89	3,553
Unskilled Workers.....	4,812	1,974	6,786	58,450	9,062	67,512
Food and tobacco.....	183	279	462	2,279	2,729	5,008
Lumber and lumber products.....	281	39	320	2,540	219	2,759
Metalworking.....	534	42	576	1,700	174	1,874
Construction.....	863	.....	863	10,746	.....	10,746
Other unskilled workers.....	2,951	1,614	4,565	41,185	5,940	47,125
Total.....	20,475	17,800	38,275	150,032	43,767	193,799

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF MARCH, 1948

(Source: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, fishing, trapping.....	571	402	301
Logging.....	538	466	365
Mining.....	471	348	193
Manufacturing.....	4,921	4,617	2,750
Food and kindred products.....	577	604	338
Textiles, apparel, etc.....	888	714	388
Lumber and finished lumber products.....	557	501	322
Pulp and paper products and printing.....	395	350	196
Chemicals and allied products.....	258	234	136
Products of petroleum and coal.....	48	47	27
Rubber products.....	60	55	30
Leather and products.....	136	130	75
Stone, clay and glass products.....	149	159	95
Iron and steel and products.....	487	467	282
Non-ferrous metals and products.....	274	251	168
Machinery.....	295	286	160
Electrical equipment and products.....	242	271	142
Transportation equipment and other manufacturing.....	555	548	391
Construction.....	1,901	1,828	1,306
Transportation and Storage.....	814	755	484
Communication and Other Public Utilities.....	241	247	127
Trade.....	2,322	2,557	1,308
Finance, Insurance, Real Estate.....	393	371	155
Service.....	5,859	4,850	3,119
All industries.....	18,031	16,411	10,108

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
FEBRUARY 27 TO APRIL 1, 1943**

(SOURCE UIC 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Prince Edward Island	267	124	607	272	160	27	1,841
Charlottetown.....	200	100	393	199	99	25	1,219
Summerside.....	67	24	214	73	61	2	622
Nova Scotia	2,448	971	6,759	2,669	1,406	384	15,642
Amherst.....	74	11	339	75	61	.....	791
Bridgewater.....	35	18	223	27	22	1	570
Halifax.....	1,484	710	2,182	1,468	740	256	3,689
Inverness.....	20	5	136	15	15	.....	510
Kentville.....	75	43	700	71	28	3	1,704
Liverpool.....	36	4	173	50	11	17	447
New Glasgow.....	227	27	755	299	189	36	1,487
Pictou.....	30	2	99	37	26	.....	364
Springhill.....	4	.....	96	5	2	.....	312
Sydney.....	319	66	1,351	415	238	69	3,877
Truro.....	126	72	404	192	61	2	576
Yarmouth-Shelburne.....	18	13	301	15	13	.....	1,315
New Brunswick	1,879	899	4,712	1,801	1,147	209	8,972
Bathurst.....	60	25	328	58	42	2	764
Campbellton.....	84	22	331	88	25	48	675
Edmundston.....	45	8	275	47	33	9	535
Fredericton.....	140	56	304	126	90	6	488
Minto.....	98	19	214	108	58	33	231
Moncton.....	596	356	1,286	616	410	9	2,767
Newcastle.....	23	5	243	19	13	.....	569
Saint John.....	648	278	1,370	596	381	93	2,374
St. Stephen.....	45	69	106	24	16	.....	207
Sussex.....	53	25	88	48	26	6	138
Woodstock.....	87	36	167	71	53	3	224
Quebec	15,312	8,914	34,837	13,530	7,276	783	58,115
Asbestos.....	138	50	138	118	93	1	249
Beauharnois.....	90	26	230	89	73	.....	415
Buckingham.....	118	73	177	123	77	4	409
Causapsal.....	9	14	148	5	3	.....	405
Chandler.....	6	26	328	1	2	.....	827
Chicoutimi.....	191	67	619	187	110	4	772
Coaticook.....	81	10	107	71	48	1	226
Dolbeau.....	11	49	108	6	6	.....	210
Drummondville.....	215	58	514	201	123	.....	978
East Angus.....	241	137	139	81	49	.....	225
Farnham.....	104	116	57	20	15	.....	114
Granby.....	147	63	333	167	94	.....	428
Hull.....	187	105	742	170	119	4	1,634
Joliette.....	206	160	536	85	42	.....	1,208
Jonquiere.....	133	24	411	153	84	.....	635
Lachute.....	93	43	168	92	53	.....	251
La Malbaie.....	74	42	150	74	72	2	517
La Tuque.....	130	23	458	122	94	17	346
Levis.....	189	71	523	165	117	.....	1,452
Louiseville.....	96	64	103	58	44	.....	337
Magog.....	123	43	209	161	65	2	268
Matane.....	42	35	230	23	22	.....	541
Megantic.....	70	19	258	39	10	21	396
Mount Laurier.....	35	22	78	16	12	.....	155
Montmagny.....	49	65	198	20	17	1	374
Montreal.....	8,218	5,709	13,635	6,372	3,392	598	19,665
Plessisville.....	17	34	140	22	6	1	225
Port Alfred.....	46	1	202	49	38	.....	345
Quebec.....	1,455	590	4,141	2,085	862	1	8,637
Richmond.....	64	62	72	54	32	17	67
Rimouski.....	18	22	220	19	16	.....	703
Riviere du Loup.....	67	30	366	57	31	21	956
Rouyn.....	262	103	472	180	111	3	577
Ste. Agathe.....	164	42	199	156	127	2	315
Ste. Anne de Bellevue.....	57	21	177	67	41	.....	283
Ste. Therese.....	97	51	185	92	59	1	602
St. Georges de Beauce.....	41	14	157	63	29	.....	249
St. Hyacinthe.....	133	157	314	118	40	11	745
St. Jean.....	223	100	2,352	198	114	.....	476
St. Jerome.....	134	58	385	76	63	6	827
St. Joseph d'Alma.....	17	9	215	29	10	2	498
Shawinigan Falls.....	280	22	605	337	222	.....	1,401
Sherbrooke.....	589	161	696	642	344	43	577
Sorel.....	38	17	329	38	17	.....	1,928
Thetford Mines.....	120	65	426	160	68	10	748
Three Rivers.....	225	90	1,416	303	96	10	2,955
Val d'Or.....	81	58	347	42	14	.....	374
Valleyfield.....	57	17	528	70	53	.....	1,074
Victoriaville.....	131	76	296	54	47	.....	516

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
FEBRUARY 27, TO APRIL 1, 1948—Continued**

(SOURCE UIC 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Ontario	44,286	23,518	49,329	37,335	19,357	3,580	50,705
Arnprior.....	103	46	89	88	76	4	105
Barrie.....	204	36	216	212	135	.....	234
Belleville.....	380	177	330	356	173	.....	500
Bracebridge.....	119	26	219	161	99	7	233
Brampton.....	164	98	105	96	67	9	96
Brantford.....	696	263	788	576	409	5	677
Brockville.....	138	26	144	149	98	10	150
Carleton Place.....	5	5	97	3	3	.....	176
Chatham.....	254	65	744	263	111	63	1,003
Cobourg.....	61	28	155	80	47	5	143
Collingwood.....	80	25	52	75	49	.....	277
Cornwall.....	528	121	542	487	326	49	1,070
Dunnville.....	29	11	60	44	16	2	132
Fergus.....	70	71	51	42	31	.....	30
Fort Erie.....	155	27	110	153	124	1	227
Fort Frances.....	117	38	175	95	81	4	183
Fort William.....	182	47	580	206	143	5	915
Galt.....	344	334	219	179	136	4	172
Gananoque.....	38	14	59	33	14	16	96
Goderich.....	122	106	67	65	44	5	153
Guelph.....	380	192	419	437	195	9	368
Hamilton.....	3,481	1,870	4,038	3,897	1,374	505	3,311
Hawkesbury.....	160	132	198	144	36	2	531
Ingersoll.....	129	72	111	120	102	3	44
Kapuskasing.....	19	5	101	24	12	5	106
Kenora.....	132	84	125	12	19	.....	219
Kingston.....	632	133	688	704	432	24	753
Kirkland Lake.....	306	91	597	387	203	28	535
Kitchener-Waterloo.....	987	671	613	706	430	26	312
Leamington.....	122	34	445	174	85	7	472
Lindsay.....	93	64	220	114	39	6	348
Listowel.....	62	75	45	42	20	.....	87
London.....	2,120	915	2,168	2,005	994	218	1,322
Midland.....	64	30	171	82	46	.....	352
Napanee.....	56	9	70	53	53	.....	221
Newmarket.....	76	71	130	80	24	.....	304
New Toronto.....	611	264	727	551	354	2	960
Niagara Falls.....	290	111	448	381	203	14	707
North Bay.....	303	92	457	281	204	24	365
Orillia.....	220	72	294	214	134	17	548
Oshawa.....	471	183	1,033	513	283	40	1,692
Ottawa.....	1,919	746	2,813	1,557	673	289	3,696
Owen Sound.....	196	80	273	200	95	16	469
Parry Sound.....	13	14	121	15	14	.....	254
Pembroke.....	366	117	441	298	241	3	256
Perth.....	147	35	196	143	100	24	149
Peterborough.....	397	112	663	560	308	.....	870
Pictou.....	55	40	75	59	25	1	187
Port Arthur.....	1,064	523	878	550	584	.....	794
Port Colborne.....	166	53	220	171	103	3	318
Port Hope.....	86	34	79	99	56	.....	37
Prescott.....	20	43	68	14	4	.....	148
Renfrew.....	79	18	150	105	64	5	174
St. Catharines.....	599	202	1,024	525	320	22	1,592
St. Thomas.....	328	226	274	255	99	35	297
Sarnia.....	283	107	556	349	189	9	745
Sault Ste. Marie.....	508	243	386	353	203	.....	330
Simcoe.....	101	90	377	72	26	4	542
Smiths Falls.....	139	32	181	242	110	12	154
Stratford.....	287	122	319	294	129	85	221
Sturgeon Falls.....	46	1	184	61	44	1	308
Sudbury.....	1,103	582	1,191	893	548	78	1,009
Tillsonburg.....	10	10	120	14	8	.....	129
Timmins.....	601	229	941	693	366	40	1,121
Toronto.....	18,660	12,305	14,772	12,559	6,162	1,543	10,490
Trenton.....	131	23	247	218	92	20	324
Walkerton.....	55	67	59	42	21	.....	126
Wallaceburg.....	37	13	175	34	37	.....	304
Welland.....	500	216	446	458	256	1	456
Weston.....	410	127	353	401	228	.....	251
Windsor.....	1,233	191	3,626	1,635	718	264	4,710
Woodstock.....	244	183	221	182	110	6	115
Manitoba	5,279	2,047	9,228	5,472	2,115	1,276	12,616
Brandon.....	427	288	517	340	196	.....	802
Dauphin.....	61	20	203	63	29	10	293
Flin Flon.....	128	70	104	63	41	2	56
Portage la Prairie.....	76	67	276	92	29	2	561
Selkirk.....	16	17	97	17	3	6	273
The Pas.....	52	37	76	38	16	.....	73
Winnipeg.....	4,519	1,548	7,955	4,859	1,801	1,256	10,558

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
FEBRUARY 27 TO APRIL 1, 1948—Concluded**

(Source UIC 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Saskatchewan	3,156	1,506	4,824	3,181	1,307	439	8,286
Estevan.....	58	29	66	44	43	.....	114
Moose Jaw.....	364	191	544	377	171	24	923
North Battleford.....	127	43	206	124	92	3	456
Prince Albert.....	185	86	546	221	94	11	985
Regina.....	1,144	472	1,633	1,291	501	233	2,151
Saskatoon.....	891	457	1,275	868	245	145	2,354
Swift Current.....	127	52	168	94	71	1	503
Weyburn.....	92	47	116	65	41	8	207
Yorkton.....	168	129	270	97	49	14	593
Alberta	6,215	2,082	8,397	6,295	3,471	687	8,818
Blairmore.....	128	191	69	37	.....	.....	89
Calgary.....	2,146	654	3,090	2,378	1,151	349	3,622
Drumheller.....	123	45	121	66	84	.....	157
Edmonton.....	2,626	674	4,120	3,070	1,599	316	3,595
Edson.....	291	142	115	106	137	.....	44
Lethbridge.....	518	202	533	356	262	15	921
Medicine Hat.....	200	95	171	142	81	7	252
Red Deer.....	183	79	178	140	120	.....	138
British Columbia	11,311	3,445	20,224	11,500	5,715	1,199	28,847
Chilliwack.....	244	24	256	236	190	21	581
Courtenay.....	211	197	139	50	13	.....	601
Cranbrook.....	40	16	100	65	20	.....	265
Dawson Creek.....	84	18	80	69	70	.....	58
Duncan.....	180	54	186	128	131	.....	380
Kamloops.....	158	52	278	115	96	.....	382
Kelowna.....	64	6	252	60	34	12	720
Nanaimo.....	206	126	299	238	133	19	330
Nelson.....	118	57	314	87	58	.....	637
New Westminster.....	852	251	1,552	928	488	53	3,054
North Vancouver.....	412	39	769	457	340	.....	766
Penticton.....	121	31	237	142	48	20	589
Port Alberni.....	261	86	359	225	136	17	280
Prince George.....	622	42	595	737	550	5	177
Prince Rupert.....	83	17	173	79	49	12	504
Princeton.....	77	9	143	74	57	7	111
Trail.....	159	51	229	160	113	3	375
Vancouver.....	5,502	1,380	12,051	6,110	2,462	867	16,093
Vernon.....	169	66	343	140	120	3	703
Victoria.....	1,162	439	1,696	1,278	520	159	2,112
Whitehorse.....	586	484	173	122	87	1	129
Canada	90,153	43,506	138,917	82,055	41,954	8,584	193,842
Males.....	55,692	23,628	99,254	50,842	29,096	3,806	150,054
Females.....	34,461	19,878	39,663	31,213	12,858	4,778	43,788

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY
EMPLOYMENT OFFICES 1938-1948**

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1938.....	584,727	197,937	782,664	275,338	106,957	382,295
1939.....	579,645	208,327	787,972	270,020	114,862	384,882
1940.....	653,445	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	229,473	769,849
1947 (13 weeks).....	333,719	118,223	451,942	123,184	54,954	178,138
1948 (13 weeks).....	300,078	119,303	419,381	84,138	46,635	130,773

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, JANUARY 1 TO APRIL 1, 1948

Industry	Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements	
	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual
Agriculture	35	14	44	14	44	14	44	49	23	217	94	8	2,330	19	1,203	9	2,330	19	1,203	9
Fishing, Hunting and Trapping	13	.....	13	.....	13	.....	13	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Logging	6	.....	418	250	418	250	660	476	6	3,928	901	17	2,459	3	1,341	9	2,459	3	1,341	9
Pulpwood.....	.....	.....	43	22	43	22	234	163	6	3,585	793	42	1,599	.....	.....	.....	1,599	.....	.....	.....
Lumber.....	6	.....	295	240	295	240	342	283	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Other Logging.....	.....	.....	80	18	80	18	84	30	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Mining	187	155	176	155	176	155	171	146	4	520	260	2	1,447	3	128	521	1,447	3	128	521
Coal.....	.....	.....	153	122	153	122	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Iron.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Gold.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Nickel.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Other Metallic Ores and Non-Metallic Minerals.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Prospecting and Oil Producing.....	.....	.....	34	33	34	33	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Manufacturing	54	35	1,523	1,198	1,523	1,198	665	426	42	15,675	7,920	57	34,070	18,100	889	34,070	18,100	889	34,070	
Food and Kindred Products.....	32	25	331	257	331	257	13	36	71	1,050	488	5	3,003	2,031	100	3,003	2,031	100	3,003	
Textiles and Apparel.....	4	3	116	88	116	88	31	19	7	6,201	2,724	37	5,020	2,777	93	5,020	2,777	93	5,020	
Lumber and Finished Lumber Products.....	4	2	125	111	125	111	193	131	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Pulp, Paper Products and Printing.....	11	5	59	36	59	36	124	89	28	1,004	620	12	2,435	1,226	67	2,435	1,226	67	2,435	
Chemical and Allied Products.....	.....	.....	15	13	15	13	31	28	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Petroleum and Coal Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Rubber Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Leather and Leather Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Stone, Clay and Glass Products.....	1	.....	29	25	29	25	42	28	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Iron and Steel and Products.....	2	.....	114	107	114	107	50	33	1	968	566	3	3,553	2,105	151	3,553	2,105	151	3,553	
Non-Ferrous Metals and Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Machinery.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Electrical Equipment and Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Transportation Equipment and Other Mfg.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Construction	65	48	729	558	729	558	402	32	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Buildings and Structures.....	22	18	231	187	231	187	20	259	219	8	1,880	1,262	16	5,810	3,546	179	5,810	3,546	179	5,810
Highways, Bridges and Streets.....	3	.....	30	21	30	21	77	66	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Railway and Maintenance.....	17	7	10	12	10	12	31	24	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Other General Contractors.....	9	.....	12	10	12	10	36	25	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Special Trade Contractors	14	14	142	80	142	80	147	109	64	1,213	842	6	2,690	1,608	120	2,690	1,608	120	2,690	
Public Utilities Operation.....	74	44	699	291	699	291	944	515	7	1,654	711	38	6,592	2,987	448	6,592	2,987	448	6,592	
Transportation and Storage.....	61	12	647	266	647	266	301	919	796	64	1,134	544	38	4,370	2,084	421	4,370	2,084	421	
Communication and Other Public Utilities.....	13	8	52	25	52	25	95	19	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Trade	83	51	924	571	924	571	65	379	110	4,743	2,234	30	13,198	5,969	1,064	13,198	5,969	1,064	13,198	
Wholesale.....	33	21	375	232	375	232	39	282	111	74	1,620	850	30	3,655	1,606	448	3,655	1,606	448	
Retail.....	50	30	509	339	509	339	26	540	268	36	3,113	1,384	30	9,547	4,363	610	9,547	4,363	610	
Finance, Insurance and Real Estate	14	11	178	55	178	55	2	107	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Public.....	296	170	2,135	993	2,135	993	427	1,676	806	347	10,939	4,101	1,737	30,422	10,697	581	30,422	10,697	581	
Domestic.....	147	67	734	352	734	352	11	204	15	643	378	.....	.....	.....	.....	.....	.....	.....	.....	.....
Personal.....	113	71	844	483	844	483	58	619	223	4,436	971	.....	.....	.....	.....	.....	.....	.....	.....	.....
Other Service.....	8	7	193	103	193	103	18	131	55	58	2,263	149	12	964	1,350	181	58	2,263	149	12
Totals	630	349	6,720	3,871	6,720	3,871	596	3,779	798	42,685	19,266	1,931	104,796	49,153	9,012	104,796	49,153	9,012	104,796	
Men.....	275	126	4,626	2,729	4,626	2,729	652	4,477	507	24,654	12,635	287	66,215	33,991	4,651	66,215	33,991	4,651	66,215	
Women.....	355	223	2,094	1,142	2,094	1,142	244	1,699	291	18,031	6,631	1,714	38,581	15,192	4,361	38,581	15,192	4,361	38,581	

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, JANUARY 1 TO APRIL 1, 1948—Continued

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies		Placements		Vacancies	
	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual
Agriculture	542	346	3	821	411	6	1,010	736	5	396	222	16	5,444	3,063	57					
Fishing, Hunting and Trapping.....	308	220		149	109		2,734	2,107		2,988	2,019	7	13,650	7,461	33					
Logging.....	215	186		88	64		2,901	1,810		2,483	1,798	7	6,588	4,803	18					
Lumber.....	27	24		60	45		357	288		472	218		1,283	687	9					
Other Logging.....	352	223		60	32		569	363	1	1,010	317	9	4,609	2,431	18					
Mining.....				31	30		39	22	1	756	172	4	942	484	12					
Coal.....				9			110	75		201	118	4	2,137	954						
Iron.....	274	197		20	2		138	88	7	201	118	4	775	400	211					
Nickel.....	72	22		2			1,015	1,003	142	5,797	3,852	262	62,642	34,406	1,816					
Other Metallic Ores and Non-Metallic Minerals.....	2,729	1,515	289	520	207	61	1,615	1,003	142	5,797	3,852	262	62,642	34,406	1,816					
Prospecting and Oil Producing.....	488	274	52	249	143	31	121	87	3	288	106	3	7,235	3,940	349					
Manufacturing	344	320	43	18	6		42	647	427	18	1,739	1,151	41	6,758	3,789	303				
Textiles and Apparel.....	331	134	127	41	12		513	71	256	11	5,118	2,691	131	11,118	6,691	131				
Lumber and Finished Lumber Products.....	226	158	6	56	35	3	18	12	2	492	72	11	2,788	1,497	112					
Pulp, Paper Products and Printing.....	98	53	22	56	35	3	18	12	2	492	72	11	2,788	1,497	112					
Chemical and Allied Products.....	13	9		9	4		6	2		111	43	34	523	276	36					
Petroleum and Coal Products.....	1						6	2		15	9		866	460	37					
Rubber Products.....	39	19	2	1			18	11		35	22	9	1,970	1,020	10					
Leather and Leather Products.....	37	21	7	31	14		132	88	9	69	33	17	1,692	996	62					
Stone, Clay and Glass Products.....	133	81	11				31	17		298	184	15	5,179	3,053	181					
Iron and Steel and Products.....	85	45	22	31	13	8	42	20	2	211	169	7	2,773	1,663	50					
Non-Ferrous Metals and Products.....	84	37	9	12	3		41	24		121	69	8	3,512	1,989	48					
Machinery.....	75	41	18				3			64	37	5	2,903	1,523	142					
Electrical Equipment and Products.....	172	122	39	32	2	1	34	26		1,615	1,286	87	8,012	5,419	202					
Transportation Equipment and Other Mfg.....	516	309	32	402	259	29	1,505	1,041	74	2,223	1,516	154	21,697	13,867	974					
Buildings and Structures.....	224	143	7	166	111	4	14	596	446	45	1,213	882	101	10,451	6,814	392				
Highways, Bridges and Streets.....	62	23	7	58	60		28	15		157	118		896	604	10					
Railway and Maintenance.....	22	19		6	2		360	221	5	110	91		1,616	919	316					
Other General Construction.....	22	19		5	2		178	153		53	19		3,147	2,068	21					
Special Trade Contractors.....	197	115	18	151	82		343	206	16	690	406	53	5,587	3,462	235					
Public Utilities Operation	832	462	158	501	267	31	681	350	60	1,763	1,113	79	13,740	7,046	1,223					
Transportation and Storage.....	712	374	158	455	241	25	591	319	59	1,553	983	73	10,442	5,619	1,182					
Communication and Other Public Utilities.....	120	88		46	26	6	90	61	1	210	130	6	3,298	1,427	41					
Trade	2,668	1,408	670	1,235	603	200	1,769	988	286	3,088	1,694	314	28,589	13,577	2,748					
Wholesale.....	1,135	452	362	385	146	63	706	371	145	1,016	521	205	9,212	4,310	1,307					
Retail.....	1,533	656	308	850	457	107	1,063	597	141	2,072	1,173	109	19,377	9,267	1,381					
Finance, Insurance and Real Estate Service	365	169	10	164	75	6	284	140	16	620	259	38	5,581	2,160	138					
Public.....	457	253	6	437	232		5,362	2,551	1,231	7,847	3,040	1,962	67,427	25,005	14,917					
Domestic.....	2,456	239	1,840	907	207	436	985	383	26	1,401	880	129	10,209	5,122	616					
Personal.....	2,037	820	375	1,394	593	226	1,927	854	1,085	2,924	342	1,735	23,313	12,516	1,265					
Other Service.....	436	204	69	266	99	19	1,975	1,115	104	2,854	1,494	71	27,313	12,516	1,982					
Totals	13,692	5,868	3,452	6,864	3,457	1,023	15,817	9,309	1,815	25,740	14,067	2,841	223,420	108,849	21,924					
Men	6,071	3,080	1,079	3,732	1,808	445	10,282	6,769	629	17,298	10,356	1,299	187,630	74,533	9,605					
Women	7,621	2,788	2,373	3,132	1,349	578	5,535	2,540	1,186	8,442	3,711	1,542	85,490	34,316	12,319					

E—Unemployment Insurance

TABLE E-1. — SUMMARY OF REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS FROM APRIL 1, 1946 TO MARCH 31, 1947 AND FROM APRIL 1, 1947 TO MARCH 31, 1948

Region	1946-47		1947-48	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	14,143	242,471	14,290	254,421
Quebec.....	48,411	903,647	50,004	945,322
Ontario.....	67,126	1,285,448	69,283	1,353,171
Prairie.....	34,359	491,187	34,928	507,014
Pacific.....	20,295	332,485	21,294	347,809
Total for Canada.....	184,334	3,255,238	189,799	3,407,737

TABLE E-2.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO MARCH, 1948

	1942	1943	1944	1945	1946	1947	1948
January.....		4,637	11,751	20,412	71,932	63,681	(1) 109,311
February.....	663	4,822	12,284	14,990	59,098	47,141	(1) 88,016
March.....	4,124	5,046	10,667	13,307	50,706	43,675	(1) 76,248
April.....	2,925	3,953	6,463	8,430	35,781	35,859	
May.....	2,799	2,027	4,654	8,825	34,777	27,603	
June.....	4,629	1,772	3,226	10,857	30,646	21,365	
July.....	2,668	1,087	3,106	10,886	27,576	20,034	
August.....	1,855	1,370	3,241	20,557	25,115	17,281	
September.....	1,118	1,013	3,715	40,473	28,555	25,847	
October.....	1,053	1,475	6,222	36,717	34,891	34,743	
November.....	1,748	2,896	11,798	53,325	37,111	47,372	
December.....	3,337	6,562	13,770	57,612	52,479	79,849	
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	273,575

(1) See table E-3 for analysis of claims filed at Local Offices.

TABLE E-3.—CLAIMS FOR BENEFIT BY PROVINCES, MARCH, 1948

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Prince Edward Island.....	433	286	92	55	417	75	8	236
Nova Scotia.....	5,346	3,107	1,368	871	4,405	1,292	79	1,740
New Brunswick.....	3,144	2,038	666	429	2,578	896	59	1,411
Quebec.....	23,368	14,984	4,354	4,030	18,174	7,427	546	9,667
Ontario.....	20,736	13,129	4,307	3,300	17,714	5,431	396	6,014
Manitoba.....	4,962	3,078	952	932	4,191	1,322	108	1,285
Saskatchewan.....	2,302	1,480	394	428	1,813	751	62	731
Alberta.....	5,987	4,186	805	996	3,646	1,322	86	2,324
British Columbia.....	9,981	6,347	2,296	1,338	9,448	2,390	128	4,496
Total Canada, March, 1948..	76,248	48,635	15,234	12,379	62,386	(1) 20,906	1,472	27,904
Total Canada, February, 1948	88,016	61,829	14,894	11,293	75,539	(2) 22,566	1,488	37,712
Total Canada, March, 1947...	53,333	33,269	10,406	9,658	40,912	(3) 15,771	1,960	18,156

(1) In addition, there were 1,292 special requests not granted.

(2) In addition, there were 980 special requests not granted.

(3) Number of special requests for March 1947, not available.

TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT

Chief Reasons for Non-Entitlement	Month of March, 1947	Month of March, 1948	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	7,524	9,384	67,076
Not capable of and not available for work.....	541	582	7,074
Loss of work due to a labour dispute.....	292	410	4,032
Refused offer of work and neglected opportunity to work.....	2,151	1,675	21,475
Discharged for misconduct.....	477	942	5,030
Voluntarily left employment without just cause.....	3,589	4,618	35,502
Other reasons ⁽¹⁾	1,197	3,295	19,803
Total.....	15,771	20,906	159,992

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE E-5.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, MARCH, 1948

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in dollars)
Prince Edward Island.....	1,404	410	32,339	60,695
Nova Scotia.....	12,725	4,545	272,031	554,792
New Brunswick.....	5,857	2,663	131,646	261,153
Quebec.....	44,734	17,654	1,073,572	2,021,196
Ontario.....	41,606	16,186	819,632	1,633,368
Manitoba.....	10,923	4,278	234,326	457,072
Saskatchewan.....	6,845	2,460	158,355	316,203
Alberta.....	7,402	3,194	153,739	314,524
British Columbia.....	23,258	9,282	489,151	1,010,823
Total, Canada, March, 1948.....	154,754	60,672	3,364,791	6,629,826
Total, Canada, February, 1948.....	138,417	67,322	2,544,452	5,017,492
Total, Canada, March, 1947.....	109,625	30,504	2,304,914	4,479,875

TABLE E-6.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF MARCH 31, 1948

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Prince Edward Island.....	1,291	189	76	120	297	352	257
Male.....	1,105	154	65	94	245	313	234
Female.....	186	35	11	26	52	39	23
Nova Scotia.....	11,758	1,478	818	1,600	2,410	2,123	3,329
Male.....	10,201	1,267	676	1,383	2,080	1,854	2,941
Female.....	1,557	211	142	217	330	269	388
New Brunswick.....	6,192	995	474	862	1,535	1,012	1,314
Male.....	5,242	868	418	754	1,317	827	1,058
Female.....	950	127	56	108	218	185	256
Quebec.....	45,276	7,624	4,073	6,732	10,052	7,457	9,338
Male.....	37,041	6,339	3,370	5,647	8,538	6,242	6,905
Female.....	8,235	1,285	703	1,085	1,514	1,215	2,433
Ontario.....	34,421	5,625	3,068	4,783	7,858	6,271	6,816
Male.....	25,625	4,275	2,304	3,569	5,859	4,776	4,842
Female.....	8,796	1,350	764	1,214	1,999	1,495	1,974
Manitoba.....	9,279	1,225	629	1,233	1,920	1,921	2,351
Male.....	6,746	863	460	925	1,356	1,316	1,826
Female.....	2,533	362	169	308	564	605	525
Saskatchewan.....	5,762	655	333	672	1,312	1,239	1,551
Male.....	4,811	517	286	563	1,084	1,018	1,343
Female.....	951	138	47	109	228	221	208
Alberta.....	8,332	1,552	1,853	1,050	1,441	1,086	1,350
Male.....	7,158	1,393	1,758	892	1,140	834	1,141
Female.....	1,174	159	95	158	301	252	209
British Columbia.....	19,294	2,641	1,858	2,857	4,425	3,232	4,281
Male.....	14,364	2,061	1,473	2,096	3,192	2,270	3,272
Female.....	4,930	580	385	761	1,233	962	1,009
TOTAL.....	141,605	21,984	13,182	19,909	31,250	24,693	30,587
MALE.....	112,293	17,737	10,810	15,923	24,811	19,450	25,562
FEMALE.....	29,312	4,247	2,372	3,986	6,439	5,243	7,025

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1948

FISCAL YEAR ENDED MARCH 31	RECEIPTS										DISBURSEMENTS		
	CONTRIBUTIONS (Gross less Refunds)										Total Revenue	Benefit Payments	Balance in Fund
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund			
1942.....	22,436,001.56	7,209,058.48	6,790,549.01	36,435,609.05	7,287,121.81	.....	269,268.74	43,991,999.60	27,732.92	\$	43,964,246.68	
1943.....	30,408,651.15	13,645,258.63	13,380,741.65	57,434,651.43	11,487,057.90	638.11	1,840,448.56	70,762,796.00	716,012.75	\$	114,011,029.93		
1944.....	31,565,232.54	13,205,897.37	16,949,655.09	61,720,785.00	12,344,421.74	1,323.11	3,972,047.14	78,038,577.55	1,721,666.29	\$	190,327,941.19		
1945.....	32,784,177.12	11,926,369.85	19,018,308.47	63,728,855.44	12,746,179.30	2,041.02	6,195,926.42	82,673,002.18	4,966,483.51	\$	288,034,459.86		
1946.....	34,964,786.96	10,816,365.63	16,785,437.07	62,566,589.66	12,513,778.66	2,303.66	6,116,768.84	81,199,440.82	31,993,240.34	\$	317,240,660.34		
1947.....	41,042,425.28	11,500,028.37	23,472,577.26	76,015,030.91	15,203,457.58	3,820.43	7,529,985.56	98,752,294.48	43,114,329.18	\$	372,878,625.64		
April.....	* 1,290.87	Nil	1,215,905.78	1,217,196.65	245,138.59	330.00	796,884.54	2,189,549.78	3,778,298.88	\$	371,289,946.54		
May.....	3,286,771.60	981,289.50	2,431,448.93	6,699,510.12	1,398,912.01	945.00	736,055.70	8,773,922.62	3,009,701.95	\$	376,995,667.51		
June.....	3,383,750.40	999,288.62	2,130,308.45	6,592,347.56	1,304,105.64	372.00	741,927.29	8,968,842.49	2,136,494.06	\$	383,414,055.94		
July.....	3,272,900.86	1,000,375.70	2,234,707.63	6,507,334.19	1,296,397.63	840.00	750,195.24	8,554,517.06	1,953,604.08	\$	380,014,908.92		
August.....	3,611,119.91	1,070,486.19	2,346,732.60	7,028,358.76	1,411,043.81	520.00	763,312.88	9,203,235.45	1,512,586.95	\$	397,705,587.42		
September.....	3,894,843.79	1,976,282.44	2,370,586.90	6,941,713.13	1,388,580.96	110.00	717,736.65	9,108,140.74	1,505,799.01	\$	405,307,589.15		
October.....	3,850,435.51	1,027,407.75	2,409,639.89	7,027,553.13	1,405,133.12	385.00	810,118.91	9,243,190.18	1,543,042.99	\$	413,008,046.34		
November.....	3,900,341.42	1,098,428.60	3,177,373.60	8,236,143.62	1,647,881.02	287.16	815,562.96	10,699,874.76	1,552,070.11	\$	422,185,880.99		
December.....	3,574,174.04	1,071,635.91	3,177,388.89	7,823,193.84	1,564,092.66	296.72	834,850.94	10,222,439.16	2,541,539.07	\$	429,836,751.08		
January.....	3,890,110.27	1,081,629.51	3,557,432.80	8,029,172.58	895,166.98	610.00	843,153.81	9,768,103.37	3,922,418.30	\$	435,652,436.15		
February.....	3,787,923.78	1,122,740.85	4,403,303.60	9,313,968.23	.....	505.72	846,520.14	10,160,994.09	5,013,761.45	\$	440,829,668.79	
March.....	3,315,843.75	1,079,073.55	4,129,370.34	8,524,287.64	3,869,858.28	421.00	914,456.97	13,309,023.89	6,403,753.47	\$	447,734,939.21		
Sub Total.....	38,768,926.38	11,508,638.62	33,593,269.47	83,870,834.47	16,366,400.70	5,322.60	9,580,776.12	109,803,333.89	34,947,020.32	\$	447,734,939.21		
Grand Total.....	231,970,200.99	79,811,616.95	129,980,538.02	441,772,355.96	87,948,417.69	15,449.49	35,485,221.38	565,221,444.52	117,486,505.31	\$	447,734,939.21		

(1) The column "Bulk" includes Contributions for Armed Service \$27,574,659.12 and Miscellaneous Receipts \$1,756.89. Standing advances received from bulk payers are also included as part of revenue and the 20 per cent government contribution thereon is included in the "Government" column. It is intended to set up these advance payments as a liability of the Fund in 1948-49 and the effect of this will be to reduce the balance in the fund by approximately \$1,260,000. The corresponding government contribution will be refunded.

(2) The column "Interest on Investments and Profit on Sale of Securities" includes interest accrued at March 31, 1948.

(3) April receipts for Stamps and Meter and the proportionate Government Contributions for these items were included with figures for March, 1947.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....	79.7	92.2	72.1	75.1	88.3	69.6			
1915.....	80.7	93.7	69.8	73.8	96.4	70.0			
1916.....	87.0	103.9	70.6	75.4	109.8	74.1			
1917.....	102.4	134.3	75.8	83.8	129.1	80.7			
1918.....	115.6	154.2	80.0	92.6	151.0	90.3			
1919.....	126.5	164.8	87.3	100.7	173.6	100.0			
1920.....	145.4	189.5	100.1	120.2	211.9	109.3			
1921.....	129.9	145.5	109.4	128.1	172.0	111.4			
1922.....	120.4	123.3	114.0	122.7	145.7	111.4			
1923.....	120.7	124.1	116.9	122.5	143.8	110.7			
1924.....	118.8	121.6	117.4	118.9	140.8	108.6			
1925.....	119.8	127.2	117.4	116.8	140.3	106.5			
1926.....	121.8	133.3	115.9	116.8	139.1	106.1			
1927.....	119.9	130.8	114.5	114.4	135.6	105.1			
1928.....	120.5	131.5	117.3	113.2	135.5	104.8			
1929.....	121.7	134.7	119.7	112.6	134.8	105.0			
1930.....	120.8	131.5	122.7	111.8	130.6	105.4			
1931.....	109.1	103.1	119.4	110.0	114.3	103.3			
1932.....	99.0	85.7	109.7	108.8	100.6	100.4			
1933.....	94.4	84.9	98.6	102.5	93.3	98.2			
1934.....	95.6	92.7	93.1	102.1	97.1	97.8			
1935.....	96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9	
1936.....	98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1	
1937.....	101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0	
1938.....	102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8	
1939.....	101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0	
1940.....	4.8	105.6	106.3	107.1	109.2	107.2	102.3	106.6	
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	
1943.....	17.6	118.4	130.7	111.5	112.9	120.5	118.0	108.0	
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February.....	18.9	119.9	132.5	112.3	107.1	122.6	119.5	110.9	126.2
March.....	19.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April.....	19.3	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May.....	21.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
June.....	22.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
August.....	24.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1
September.....	24.6	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
October.....	25.3	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
November.....	26.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3
December.....	26.1	127.1	146.4	113.4	109.2	131.2	129.4	114.1	137.2
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February.....	26.3	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9
March.....	27.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.2
May.....	32.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June.....	33.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
August.....	35.6	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2
September.....	36.3	139.4	165.3	117.8	121.1	152.0	147.4	117.5	154.7
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
November.....	42.6	143.6	173.6	119.9	122.6	157.0	151.4	118.2	160.6
December.....	44.8	146.0	178.7	119.9	120.3	159.3	154.9	119.8	164.4
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
February.....	48.9	150.1	186.1	119.9	120.1	165.1	159.9	122.8	170.0
March.....	49.6	150.8	185.9	119.9	121.0	169.9	161.2	122.8	171.0
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2

*For the period 1914 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100

† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF APRIL, 1948

(BASE:—August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	146.2	187.4	108.1	130.2	176.9	151.1	118.9
Saint John.....	149.3	183.9	111.1	129.1	177.2	151.4	122.9
Montreal.....	154.9	197.1	116.2	118.7	166.6	168.2	119.1
Toronto.....	148.6	183.1	116.5	132.5	178.1	155.6	122.7
Winnipeg.....	146.3	183.7	114.4	120.9	164.4	165.7	117.8
Saskatoon.....	153.7	194.7	121.9	123.2	175.9	165.3	120.1
Edmonton.....	146.5	188.8	107.7	104.7	175.2	156.7	121.1
Vancouver.....	151.0	187.4	112.1	129.8	178.5	154.8	125.5

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August, 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Dec. 1941	Aug. 1945	Dec. 1945	Feb. 1948	Mar. 1948	Apr. 1948	Price Apr. 1948
Beef, sirloin steak.....	lb.	120.7	154.8	154.8	191.4	190.3	192.5	53.7
Beef, round steak.....	lb.	125.7	167.9	167.9	210.5	209.7	211.4	50.1
Beef, rib roast.....	lb.	125.5	174.3	174.3	216.5	215.7	217.4	50.0
Beef, shoulder.....	lb.	132.7	161.6	162.3	213.2	214.5	218.2	34.7
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	231.4	232.1	235.0	32.1
Veal, front roll, boneless.....	lb.	139.3	174.0	174.0	220.7	224.3	226.6	38.3
Lamb, leg roast.....	lb.	109.9	164.4	152.8	184.5	186.6	187.7	53.3
Pork, fresh loins, centre-cut.....	lb.	125.3	143.8	143.8	197.5	196.1	197.2	53.6
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	143.4	212.1	212.6	214.2	40.8
Bacon, side, fancy, sliced, rind-on.....	lb.	132.3	141.5	142.5	219.5	216.7	216.4	69.0
Lard, pure.....	lb.	151.3	157.9	159.6	244.7	243.9	243.0	27.7
Shortening, vegetable.....	lb.	134.7	137.5	137.5	218.7	218.1	218.1	31.4
Eggs, grade "A" large.....	doz.	156.4	155.3	181.3	174.4	170.2	169.0	52.6
Milk.....	qt.	111.0	95.4	95.4	157.8	158.7	158.7	17.3
Butter, creamery, prints.....	lb.	140.5	144.3	148.0	264.5	263.4	263.7	72.0
Cheese, plain, mild, $\frac{3}{4}$ lb.....	pkg.	174.6	164.4	165.4	210.3	212.5	214.0	28.6
Bread, plain white, wrapped.....	lb.	106.5	106.3	106.3	149.2	149.2	149.2	9.4
Flour, first grade.....	lb.	127.3	124.2	124.2	187.9	187.9	187.9	6.2
Rolled oats, package.....	lb.	112.0	114.0	114.0	153.6	152.0	150.4	9.5
Corn flakes, 8 oz.....	pkg.	101.1	100.0	100.0	148.9	152.2	153.3	14.1
Tomatoes, canned, 2 $\frac{1}{2}$'s.....	tin	129.9	137.7	137.7	252.8	250.0	249.1	26.4
Peas, canned, 2's.....	tin	117.5	121.7	121.7	152.5	151.7	151.7	18.2
Corn, canned, 2's.....	tin	128.3	132.7	132.7	195.6	195.6	194.7	22.0
Beans, dry.....	lb.	129.4	133.3	133.3	298.0	302.0	302.0	15.4
Onions.....	lb.	108.2	142.9	126.5	175.5	208.2	230.6	11.3
Potatoes.....	15 lbs.	89.9	218.3	149.4	188.4	188.4	189.0	62.0
Prunes, bulk.....	lb.	115.8	120.2	120.2	178.1	177.2	176.3	20.1
Raisins, seedless, bulk.....	lb.	104.0	107.9	108.6	148.3	147.0	145.7	22.0
Oranges.....	doz.	132.5	154.6	154.3	133.8	127.0	126.6	37.1
Lemons.....	doz.	111.3	147.7	148.6	143.1	133.8	129.2	42.0
Jam, strawberry, 16 oz.....	jar	111.3	115.1	115.1	160.1	160.1	158.9	26.1
Peaches, 20 oz.....	tin	101.5	105.1	106.1	156.3	155.8	155.3	30.6
Marmalade, orange, 16 oz.....	jar	118.3	128.9	128.9	150.2	150.2	150.2	20.4
Corn syrup, 2 lb.....	tin	138.0	158.2	157.7	197.4	194.5	192.7	33.0
Sugar, granulated.....	lb.	132.3	132.3	132.3	149.2	149.2	149.2	9.7
Sugar, yellow.....	lb.	131.3	134.9	134.9	154.0	154.0	154.0	9.7
Coffee.....	lb.	141.6	131.4	131.7	176.9	179.3	180.5	61.0
Tea, black, $\frac{3}{4}$ lb.....	pkg.	145.2	131.6	131.6	174.1	174.1	174.1	51.2

* Descriptions and units of sale apply to April, 1948, prices.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	55.5	50.9	48.2c	36.2	34.0			54.6	39.7	63.7
Nova Scotia—										
2—Halifax.....	55.7	51.1	48.8c	35.1	32.0	25.3	52.7	53.3	40.6	63.2
3—New Glasgow.....	57.5	53.6	51.3c	35.7	32.9		54.3	56.6	45.9	68.3
4—Sydney.....	62.4	55.9	45.2	37.7	36.5		56.7	56.1		66.6
5—Truro.....	53.9	49.4	49.5	33.0	32.5			53.6	40.3	67.3
New Brunswick—										
6—Fredericton.....	57.1	51.1	52.0	35.2	32.3	36.0	53.0	48.6	37.0	65.1
7—Moncton.....	57.8	53.1	54.1	35.7	33.3		53.1	54.4	41.4	71.0
8—Saint John.....	57.2	52.4	48.7c	33.4	31.1	38.0	51.7	54.6	42.2	65.4
Quebec—										
9—Chicoutimi.....	59.3	54.8	54.7	42.0	32.7			53.4	46.0	76.7
10—Hull.....	50.4	48.1	47.7	33.7	30.6	37.3	50.3	48.6	38.0	63.3
11—Montreal.....	55.0	50.8	51.0c	32.8	29.0	35.8	53.2	48.5	40.3	68.1
12—Quebec.....	57.0	52.5	51.6	33.7	27.1	37.5	52.4	45.5	39.2	63.0
13—St. Hyacinthe.....	49.3	44.6	45.6c	35.6	27.7	36.0		52.6	40.6	64.5
14—St. Johns.....	58.3	55.0	50.7	36.0	33.0		52.0	48.0	43.0	67.2
15—Sherbrooke.....	57.0	51.8	49.3c	32.0	29.1	44.0	51.7	49.7	41.0	66.0
16—Sorel.....	52.6	48.5	48.5	32.8	31.7			51.2	42.5	68.6
17—Thetford Mines.....		48.3	40.3	33.2	24.0			45.6	38.0	53.5
18—Three Rivers.....	54.0	48.1	47.0c	35.7	30.1	34.0	49.7	49.0	40.5	65.4
Ontario—										
19—Belleville.....	51.2	49.8	51.6	35.0	32.2		51.7	51.6	40.3	69.3
20—Brantford.....	53.4	50.0	51.1	36.3	31.9	39.2	53.2	55.5	38.8	68.2
21—Brockville.....	56.3	52.3	54.7	35.7	32.4		53.2	53.9	41.2	70.4
22—Chatham.....	53.6	49.9	52.2	35.7	32.3	43.3	53.7	54.9	42.0	68.3
23—Cornwall.....	54.1	49.9	51.7	34.3	33.6		57.7	51.9	43.3	67.0
24—Fort William.....	51.7	48.9	51.0	34.0	30.6		55.0	56.0	47.2	69.3
25—Galt.....	54.8	51.6	51.0	34.0	34.3			57.5	42.0	69.0
26—Guelph.....	54.3	52.0	52.8	36.6	33.7	42.4	55.0	54.1	39.0	69.0
27—Hamilton.....	54.0	51.1	51.8	36.3	33.8	42.6	55.2	56.3	38.3	66.5
28—Kingston.....	51.4	48.7	49.2	34.7	30.8		52.0	51.9	37.6	66.4
29—Kitchener.....	53.8	50.4	51.4	35.3	32.2	42.2	53.4	57.1	38.7	69.0
30—London.....	52.5	50.2	50.9	35.6	32.0	39.6	54.3	53.9	37.7	65.6
31—Niagara Falls.....	52.0	50.1	50.9	33.2	31.0		55.0	57.6	40.7	68.3
32—North Bay.....	51.3	48.7	49.8	33.5	32.0		54.3	52.6	38.3	68.7
33—Oshawa.....	51.8	50.4	50.5	34.4	31.2	38.3		53.7	37.1	66.6

COAL AND RENTALS BY CITIES, APRIL, 1948

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A", large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	28-5	32-1	55-2	15-0	73-9	30-4	9-3	6-5	9-2	14-6
Nova Scotia—										
2—Halifax.....	29-0	32-2	54-6	17-0	73-9	29-9	9-6	6-5	10-9	15-0
3—New Glasgow.....	28-7	31-7	55-4	17-0	73-8	30-1	9-7	.....	9-1	15-5
4—Sydney.....	29-0	32-1	61-1	18-0	74-0	31-0	8-7d	6-6	10-5	14-7
5—Truro.....	29-4	30-8	53-8	16-0d	73-9	29-8	9-4	6-4	10-2	15-2
New Brunswick—										
6—Fredericton.....	29-2	31-4	52-7	17-0	74-0	29-9	10-0	6-2	8-8	14-8
7—Moncton.....	29-3	31-9	56-5	17-0	73-9	30-8	10-0d	6-3	10-7	14-8
8—Saint John.....	28-6	32-1	55-4	18-0	73-9	30-3	9-3	6-3	9-4	14-7
Quebec—										
9—Chicoutimi.....	30-6	.....	57-9	17-0	72-2	28-8	10-0	6-5	.....	13-7
10—Hull.....	27-2	29-9	53-1	17-0	71-7	27-3	8-7d	5-9	9-7	13-2
11—Montreal.....	29-3	31-5	54-6	17-5d	72-5	28-8	9-3d	5-9	10-0	14-4
12—Quebec.....	28-4	31-3	53-7	17-0	72-0	29-2	8-0d	6-0	9-8	14-2
13—St. Hyacinthe.....	29-1	30-7	51-9	16-0	72-0	28-8	8-0d	6-1	10-0	14-2
14—St. Johns.....	30-0	32-2	56-0	16-0	73-0	29-3	8-0	6-5	10-2	15-0
15—Sherbrooke.....	28-3	31-6	56-1	17-0	72-6	29-0	9-5	6-3	9-9	14-5
16—Sorel.....	29-2	30-2	52-0	16-0	71-6	29-1	7-3d	6-3	10-1	14-5
17—Thetford Mines.....	30-5	30-4	52-2	16-0	72-8	27-6	8-0d	6-1	9-0	14-9
18—Three Rivers.....	28-6	30-1	52-1	17-0	70-8	27-8	8-0d	6-0	9-7	13-8
Ontario—										
19—Belleville.....	28-9	31-1	50-0	17-0	72-6	27-8	9-3d	6-3	9-2	12-9
20—Brantford.....	26-7	30-5	50-6	17-0	71-7	27-6	9-3d	6-1	9-4	13-5
21—Brockville.....	28-2	30-2	51-8	17-0	72-5	26-9	8-7	6-4	10-1	13-9
22—Chatham.....	26-9	31-6	50-3	17-0	72-4	26-7	9-3	6-2	8-8	14-5
23—Cornwall.....	27-4	30-8	51-9	17-0	72-8	27-7	8-7d	6-2	9-0	13-7
24—Fort William.....	26-7	29-0	54-7	18-0	70-6	29-2	9-3	6-1	9-5	13-3
25—Galt.....	27-9	31-0	50-1	17-0	72-9	27-7	9-3	6-0	9-4	14-0
26—Guelph.....	27-3	30-7	51-9	17-0	72-8	27-6	9-3d	6-0	9-4	13-7
27—Hamilton.....	27-5	30-9	52-3	18-0	72-7	27-6	9-3d	6-0	10-0	13-7
28—Kingston.....	27-1	30-6	51-5	17-0	72-4	28-4	8-7d	6-1	9-7	14-4
29—Kitchener.....	27-6	31-0	51-1	17-0	72-6	27-5	9-3d	6-1	9-4	13-6
30—London.....	27-2	30-4	50-9	17-0	72-5	27-4	9-3	5-8	9-6	13-9
31—Niagara Falls.....	27-5	30-7	53-1	17-5	72-8	29-1	8-7	6-4	9-6	14-3
32—North Bay.....	28-1	31-6	55-3	18-0	72-6	28-7	9-3	6-3	10-2	14-2
33—Oshawa.....	27-3	30-5	52-6	17-0	72-3	27-3	9-3d	6-2	9-0	14-6

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS

Locality	Beef					Veal front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced rind-on, per lb
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulder, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	53·3	50·2	51·8	34·9	32·8	37·7	54·1	51·6	39·5	65·7
35—Owen Sound.....	53·5	50·3	52·1	35·0	31·7	.....	.....	53·9	39·9	65·5
36—Peterborough.....	54·7	51·3	52·5	37·4	33·7	42·0	54·3	56·3	38·9	72·1
37—Port Arthur.....	51·9	49·0	48·7	34·4	35·7	40·0	56·7	53·4	43·5	70·5
38—St. Catharines.....	54·0	51·0	51·2	36·6	32·0	.....	57·5	57·4	38·7	68·4
39—St. Thomas.....	52·0	48·9	49·9	36·0	31·3	35·0	52·0	56·8	41·7	66·6
40—Sarnia.....	52·9	50·0	50·9	36·2	31·0	.....	52·6	53·8	36·1	66·8
41—Sault Ste. Marie.....	53·6	51·3	48·0e	34·1	34·6	.....	54·3	55·9	45·8	69·0
42—Stratford.....	49·8	47·4	48·8	34·6	31·2	.....	.....	52·8	38·0	67·7
43—Sudbury.....	51·6	49·5	47·9e	35·6	31·9	.....	52·7	52·1	40·3	67·7
44—Timmins.....	52·6	51·0	50·3	34·4	33·4	39·7	54·1	53·5	41·8	67·1
45—Toronto.....	54·2	51·0	54·1	37·6	34·0	42·7	54·8	55·4	38·3	66·6
46—Welland.....	50·8	49·2	47·0e	33·6	30·1	.....	.....	55·9	41·4	66·4
47—Windsor.....	52·2	48·7	49·4	34·2	31·1	.....	53·2	56·4	40·3	66·3
48—Woodstock.....	52·8	50·0	50·2	35·8	30·8	.....	55·7	55·4	40·4	68·3
Manitoba—										
49—Brandon.....	52·3	49·7	.....	30·3	31·0	.....	.....	.....	39·3	69·4
50—Winnipeg.....	51·0	46·0	43·3e	31·0	30·6	34·6	49·8	52·7	40·6	67·7
Saskatchewan—										
51—Moose Jaw.....	49·3	46·0	46·0e	32·3	32·8	.....	49·6	50·7	38·8	71·1
52—Prince Albert.....	47·0	45·7	44·3e	31·3	30·0	36·5	47·0	49·0	37·7	69·4
53—Regina.....	48·4	45·3	44·7	29·7	30·9	38·3	49·8	52·6	40·1	70·7
54—Saskatoon.....	50·6	47·0	47·9	32·5	32·5	42·0	51·9	52·8	40·0	73·8
Alberta—										
55—Calgary.....	50·9	47·6	47·9e	32·8	31·6	34·8	49·3	52·7	42·9	77·0
56—Drumheller.....	51·0	48·0	47·7	32·4	30·6	.....	.....	54·0	41·6	75·7
57—Edmonton.....	49·4	45·7	46·6	31·3	31·5	35·9	48·2	50·3	38·7	70·0
58—Lethbridge.....	51·7	48·3	44·3e	33·7	32·3	.....	.....	52·3	41·0	75·5]
British Columbia—										
59—Nanaimo.....	58·5	53·3	54·9	36·1	36·0	.....	.....	.....	.....	81·7
60—New Westminster.....	57·8	51·6	54·9	36·4	35·9	36·0	53·4	58·2	44·7	76·2
61—Prince Rupert.....	56·9	53·8	55·4	35·2	35·0	38·3	60·0	57·3	45·7	83·1
62—Trail.....	57·0	52·7	56·0	37·5	37·2	.....	56·4	61·6	47·4	78·4
63—Vancouver.....	57·9	52·3	54·8	36·5	35·3	39·0	54·1	57·7	41·	77·0
64—Victoria.....	56·6	52·8	53·6	35·5	34·6	40·2	54·7	57·6	43·8	78·1

COAL AND RENTALS BY CITIES, APRIL, 1948—continued

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrappert, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	27-8	30-6	52-4	17-0	72-3	28-7	8-7d	6-1	10-0	14-1
35—Owen Sound.....	28-2	31-1	48-8	17-0	72-9	27-7	8-7	6-2	8-6	13-5
36—Peterborough.....	27-1	31-0	50-6	17-0	72-6	28-0	9-3d	6-2	10-0	13-5
37—Port Arthur.....	26-3	29-2	55-1	18-0	70-7	29-1	9-3	6-1	8-3	13-2
38—St. Catharines.....	27-8	30-8	53-5	17-5	72-5	28-3	8-7d	6-3	9-4	14-3
39—St. Thomas.....	27-9	30-9	52-6	17-0	72-9	28-1	8-7	5-9	10-0	14-4
40—Sarnia.....	27-7	32-2	53-1	17-0	72-6	28-8	9-3	6-2	9-8	13-9
41—Sault Ste. Marie.....	28-5	30-3	57-0	18-0	72-1	28-4	9-3d	6-2	10-2	14-3
42—Stratford.....	28-3	31-9	49-5	17-0	72-5	28-2	9-3d	5-7	9-7	14-7
43—Sudbury.....	28-1	31-1	52-9	18-0	72-6	28-6	9-3	6-3	9-4	14-1
44—Timmins.....	27-7	30-9	55-7	20-0d	71-9	27-9	10-0d	6-1	9-9	13-8
45—Toronto.....	27-9	30-6	53-1	18-0	72-7	27-1	9-3	6-0	9-3	13-9
46—Welland.....	27-8	31-5	51-5	18-0d	72-9	28-2	9-3	6-1	9-6	13-3
47—Windsor.....	27-3	30-5	52-2	18-0	72-7	28-2	9-3d	6-2	9-6	13-8
48—Woodstock.....	27-5	31-3	50-7	17-0	72-9	27-1	9-3d	5-6	9-4	14-2
Manitoba—										
49—Brandon.....	25-4	32-1	53-1	16-0	70-2	29-1	8-9	6-0	7-8	14-3
50—Winnipeg.....	25-7	30-8	54-7	17-0	69-8	28-8	9-0d	6-0	9-0	13-7
Saskatchewan—										
51—Moose Jaw.....	24-8	33-7	49-5	17-0	69-1	28-5	9-6d	6-0	9-3	15-3
52—Prince Albert.....	25-8	32-4	51-0	17-0	69-5	27-3	7-6	6-0	8-4	13-7
53—Regina.....	25-5	34-1	51-0	16-0	69-0	29-5	9-6d	6-2	7-9	14-7
54—Saskatoon.....	25-4	32-9	52-8	17-0	68-8	28-2	8-8d	5-8	8-0	13-4
Alberta—										
55—Calgary.....	24-9	31-4	51-0	17-0	70-1	27-5	9-6	6-0	8-1	14-1
56—Drumheller.....	26-3	33-0	50-2	17-0	71-0	28-8	10-4	6-4	11-0	14-3
57—Edmonton.....	25-0	32-4	49-0	17-0	70-1	27-6	9-6d	6-0	8-9	13-5
58—Lethbridge.....	25-4	32-1	51-7	17-0	69-2	28-7	10-4	6-0	7-9	13-4
British Columbia—										
59—Nanaimo.....	28-6	32-3	49-6	17-0d	71-9	29-7	12-0	6-5	9-5	14-6
60—New Westminster.....	28-3	31-6	48-5	15-0	70-7	28-8	11-0d	6-2	9-3	14-3
61—Prince Rupert.....	29-2	34-6	56-5	20-0	72-0	31-9	13-0	6-8	11-0	14-2
62—Trail.....	26-9	34-0	51-8	18-0	71-5	29-4	12-0	6-4	9-1	14-5
63—Vancouver.....	28-2	31-3	48-2	15-0	70-9	28-6	11-7d	6-1	9-1	13-9
64—Victoria.....	28-3	32-5	49-2	17-0	71-1	29-4	11-0d	6-3	9-6	14-4

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2½ s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	27.8	18.2	22.1	15.2	12.0	47.3	20.4	24.7	45.3	63.7	52.8
Nova Scotia—											
2—Halifax.....	27.1	18.7	21.5	15.7	11.4	58.6	19.9	20.8	39.4	44.4	52.7
3—New Glasgow.....	26.0	17.9	20.2	15.7	11.3	59.0	21.9	22.6	45.8	50.4	54.1
4—Sydney.....	29.0	18.4	21.8	16.1	12.7	62.4	21.5	24.5	42.0	55.3	52.2
5—Truro.....	26.7	18.1	22.6	15.4	11.4	58.5	20.9	20.9	39.2	50.9	54.7
New Brunswick—											
6—Fredericton.....	29.6	19.7	24.6	15.7	12.1	52.4	17.7	23.2	42.4	47.0	53.4
7—Moncton.....	25.6	19.1	23.2	14.7	12.9	56.1	18.1	23.4	36.7	44.3	54.4
8—Saint John.....	28.3	18.0	23.4	15.1	11.8	55.5	17.9	22.4	42.6	40.4	52.7
Quebec—											
9—Chicoutimi.....	28.3	18.0	26.8	15.3	13.2	65.3	16.0	24.0	49.1	58.7	55.8
10—Hull.....	25.6	16.3	22.7	14.6	11.3	62.5	19.3	21.4	31.1	38.4	51.2
11—Montreal.....	23.9	17.8	22.9	14.7	12.5	61.2	20.6	22.2	36.8	39.2	50.0
12—Quebec.....	25.1	19.2	24.3	14.6	12.5	57.6	21.1	22.9	35.4	38.1	51.3
13—St. Hyacinthe.....	22.2	18.9	21.7	14.4	12.1	60.5	20.3	20.6	44.2	48.1	49.5
14—St. Johns.....	23.0	20.3	20.7	14.3	12.1	64.3	21.7	22.7	41.6	44.7	50.9
15—Sherbrooke.....	24.0	17.4	23.0	14.8	12.4	58.8	22.0	24.3	35.3	44.5	52.0
16—Sorel.....	24.5	16.4	23.2	14.6	12.0	59.0	19.5	23.3	42.5	47.1	50.2
17—Thetford Mines.....	24.0	17.8	21.0	14.1	11.6	60.0	22.0	24.8	47.0	49.6	54.0
18—Three Rivers.....	23.6	16.7	23.3	14.6	12.7	60.5	20.4	24.0	43.4	45.2	50.2
Ontario—											
19—Belleville.....	24.2	17.7	23.9	15.7	10.8	63.3	21.1	21.2	38.5	35.0	50.5
20—Brantford.....	26.1	17.6	21.9	14.3	10.8	62.1	20.0	21.3	35.7	33.8	48.6
21—Brockville.....	27.8	18.4	23.8	15.5	10.5	64.7	21.3	22.2	37.0	40.4	51.3
22—Chatham.....	27.1	18.1	23.7	14.8	10.9	61.1	20.9	20.5	33.3	37.8	50.7
23—Cornwall.....	25.6	19.3	24.3	15.3	12.2	63.3	18.2	22.7	33.6	38.0	51.6
24—Fort William.....	26.6	17.2	20.3	16.1	11.0	63.9	20.6	23.4	36.5	45.5	50.3
25—Galt.....	26.2	17.7	20.4	15.9	11.6	66.4	21.0	20.3	31.9	37.9	47.3
26—Guelph.....	25.4	18.1	22.0	15.0	11.7	65.7	20.5	21.0	34.9	38.1	49.1
27—Hamilton.....	26.5	17.5	22.2	15.2	10.6	68.1	21.5	21.1	37.8	34.7	49.3
28—Kingston.....	25.7	17.9	22.5	16.2	10.3	58.9	20.2	21.9	40.6	39.1	49.5
29—Kitchener.....	27.6	18.5	21.3	16.0	10.4	63.9	21.4	20.5	34.4	38.3	49.4
30—London.....	26.1	18.5	22.4	14.8	10.9	62.9	19.9	20.1	38.2	36.8	47.3
31—Niagara Falls.....	25.4	17.0	22.3	14.5	11.0	64.9	20.7	21.0	40.5	35.0	49.5
32—North Bay.....	27.5	18.7	23.3	15.4	11.4	66.1	22.3	23.3	35.0	39.5	54.8
33—Oshawa.....	26.2	17.4	20.7	15.2	10.5	63.3	20.4	19.7	38.0	35.6	51.2

COAL AND RENTALS BY CITIES, APRIL, 1943—continued

	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per $\frac{1}{4}$ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
P.E.I.—										
1—Charlottetown.....	29.2	43.6	36.8	9.6	9.3	69.1	50.0	14.75		25.00-29.00(b)
Nova Scotia—										
2—Halifax.....	30.6	43.3	35.5	9.5	9.5	66.4	50.1	16.37		28.00-32.00
3—New Glasgow.....	33.6	44.6	35.8	9.8	9.8	68.2	49.9			16.00-20.00
4—Sydney.....	32.8	44.1	37.3	10.0	9.9	67.9	50.6	10.60		20.50-24.50(b)
5—Truro.....	30.9	42.5	35.3	9.6	9.6	67.3	52.2	14.50		
New Brunswick—										
6—Fredericton.....	31.3	43.2	35.5	9.7	9.6	67.4	49.7	16.20		21.00-25.00(b)
7—Moncton.....	32.5	43.8	36.3	10.0	10.0	65.1	49.7	15.00		27.00-31.00(b)
8—Saint John.....	29.8	43.7	35.4	9.7	9.5	64.5	50.3	16.50		21.00-25.00(b)
Quebec—										
9—Chicoutimi.....	33.7	45.3	36.8	9.7	9.4	70.6	53.0	21.15		
10—Hull.....	31.4	37.9	32.3	9.3	9.2	58.2	52.3	20.00		16.50-20.50
11—Montreal.....	30.8	41.2	33.5	9.0	9.2	64.5	52.5	20.60		24.50-28.50(b)
12—Quebec.....	31.7	43.7	35.6	9.0	8.9	62.0	52.5	19.10		29.00-33.00(b)
13—St. Hyacinthe.....	32.5	38.0	32.9	9.0	8.9	58.2	52.9	20.00		
14—St. Johns.....	31.7	44.5	35.0	8.9	9.0	57.3	52.4	21.00		
15—Sherbrooke.....	32.1	42.2	35.8	9.0	9.0	60.2	52.7	21.10		21.50-25.50(b)
16—Sorel.....	34.2	42.4	36.9	9.0	8.7	63.0	52.4	20.75		
17—Thetford Mines.....	33.0	41.1	38.2	9.0	8.8	63.9	51.1	22.00		
18—Three Rivers.....	32.4	39.7	34.9	9.1	8.9	61.9	52.9	19.50		21.00-25.00(b)
Ontario—										
19—Belleville.....	32.1	38.9	30.9	9.5	9.4	59.2	51.8	19.50		
20—Brantford.....	31.8	36.5	30.6	9.3	9.3	59.1	51.3	19.50		22.50-26.50
21—Brockville.....	32.1	39.5	31.8	9.4	9.2	59.3	51.3	19.50		
22—Chatham.....	31.9	37.4	31.4	9.7	9.7	61.7	53.1	20.00		23.00-27.00
23—Cornwall.....	31.2	38.2	32.0	9.1	9.1	59.1	51.3	21.00		
24—Fort William.....	27.8	42.6	31.6	9.7	9.7	59.3	50.0	19.55		28.50-32.50
25—Galt.....	29.8	35.0	30.1	9.3	9.1	61.7	52.8	19.75		25.50-29.50
26—Guelph.....	31.4	38.2	31.1	9.5	9.5	59.9	52.3	19.50		24.00-28.00
27—Hamilton.....	30.0	37.4	30.7	9.1	9.1	59.9	52.1	19.00		28.50-32.50
28—Kingston.....	31.6	39.0	32.0	9.1	9.1	61.1	52.4	20.00		32.00-36.00
29—Kitchener.....	31.3	37.5	31.1	9.5	9.5	56.3	53.0	19.50		30.00-34.00
30—London.....	31.3	38.5	30.3	9.6	9.4	59.4	51.4	20.50		27.50-31.50
31—Niagara Falls.....	27.6	39.3	30.8	9.8	9.8	60.0	52.5	18.87		28.50-32.50
32—North Bay.....	32.4	40.5	35.8	10.1	10.1	64.2	52.6	21.50		23.00-27.00
33—Oshawa.....	29.5	38.6	31.2	9.5	9.3	59.3	52.1	19.50		27.50-31.50

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	26.4	17.4	22.2	15.1	12.1	64.3	21.4	23.1	32.5	36.3	50.5
35—Owen Sound.....	27.0	18.2	22.0	14.2	10.9	64.4	19.9	20.6	32.5	37.7	50.4
36—Peterborough.....	26.9	18.5	22.0	14.8	11.7	63.2	21.6	21.7	35.0	36.6	49.0
37—Port Arthur.....	28.1	19.0	21.4	15.5	11.5	66.6	20.5	23.5	36.5	46.2	51.1
38—St. Catharines.....	24.9	18.4	22.0	15.6	11.0	65.9	20.8	22.2	34.1	35.5	49.9
39—St. Thomas.....	27.5	18.8	23.4	15.3	11.3	65.2	20.1	20.9	38.6	42.3	51.9
40—Sarnia.....	26.7	19.3	23.0	15.0	10.3	64.3	19.8	22.7	43.9	42.7	51.8
41—Sault Ste. Marie.....	27.9	18.6	23.8	15.2	11.9	67.9	18.3	21.9	31.8	39.8	51.7
42—Stratford.....	28.0	18.6	22.6	16.3	10.6	62.7	20.6	19.5	34.6	41.6	47.6
43—Sudbury.....	26.1	17.3	23.2	15.8	11.5	64.4	20.7	22.5	35.7	39.5	54.3
44—Timmins.....	28.1	18.4	23.1	16.1	12.7	72.9	21.4	23.3	34.4	38.5	52.8
45—Toronto.....	25.7	18.2	21.6	15.3	11.7	67.6	20.6	19.4	32.0	33.7	46.8
46—Welland.....	24.5	16.9	20.7	14.9	11.1	63.6	19.6	19.7	37.5	34.9	50.0
47—Windsor.....	24.2	19.2	22.4	14.8	10.3	62.9	20.2	20.8	35.3	42.4	50.9
48—Woodstock.....	26.3	17.5	21.4	14.5	11.1	61.7	18.3	20.3	34.0	39.9	48.0
Manitoba—											
49—Brandon.....	30.3	18.9	21.0	16.0	11.9	51.8	19.1	22.7	39.8	46.5	60.0
50—Winnipeg.....	28.7	19.1	20.9	14.7	11.9	51.3	20.0	21.4	38.0	42.7	55.6
Saskatchewan—											
51—Moose Jaw.....	26.2	18.9	21.0	17.0	9.7	57.8	21.0	23.5	34.5	48.3	.....
52—Prince Albert.....	29.5	19.1	20.3	16.2	11.7	58.2	16.1	22.1	35.0	47.5	.....
53—Regina.....	28.3	19.7	21.2	15.8	9.7	50.3	19.8	23.0	32.6	43.8	63.0
54—Saskatoon.....	30.3	18.6	21.1	16.3	10.6	61.2	16.9	21.2	34.3	43.5	49.3
Alberta—											
55—Calgary.....	25.3	17.6	18.8	15.3	10.3	61.4	20.5	21.4	34.2	42.2	52.7
56—Drumheller.....	26.4	18.4	19.4	15.4	11.3	67.4	20.1	22.7	31.4	42.0	61.0
57—Edmonton.....	26.8	17.3	19.5	15.8	11.1	46.1	21.2	23.3	39.9	41.1	58.5
58—Lethbridge.....	28.1	18.1	18.2	14.5	9.0	54.4	17.7	21.8	29.5	46.1	.....
British Columbia—											
59—Nansimo.....	25.2	18.0	22.7	16.6	11.1	71.6	20.2	21.0	32.4	39.0	60.0
60—New Westminster.....	24.8	17.7	21.0	16.9	9.8	66.6	19.6	21.5	29.4	36.2	54.7
61—Prince Rupert.....	27.7	20.1	22.9	17.9	10.2	73.6	21.0	22.6	46.7	39.9	53.2
62—Trail.....	27.2	19.5	19.7	18.7	9.7	62.6	20.4	22.4	34.1	50.5	.....
63—Vancouver.....	25.2	17.3	20.0	16.3	10.1	68.7	19.5	21.0	30.3	36.3	56.6
64—Victoria.....	24.3	18.5	21.3	16.4	9.9	71.6	20.7	21.4	37.2	42.1	55.5

COAL AND RENTALS BY CITIES, APRIL, 1948—concluded

	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	29.8	40.8	32.1	9.3	9.1	58.9	51.2	20.00	.....	33.00-37.00
35—Owen Sound.....	31.0	40.2	30.8	9.6	9.5	62.4	52.4	20.00	.....	18.50-22.50
36—Peterborough.....	31.2	42.7	31.4	9.4	9.4	61.0	51.7	20.75	.....	27.50-31.50
37—Port Arthur.....	26.7	42.3	31.8	10.0	9.9	58.5	50.2	.....	19.55	24.00-28.00
38—St. Catharines.....	27.1	36.7	31.4	9.1	9.1	59.9	51.8	19.75	.....	28.00-32.00
39—St. Thomas.....	32.6	41.7	31.1	9.7	9.7	60.5	52.5	19.50	.....	22.00-26.00
40—Sarnia.....	33.2	42.0	31.4	10.0	9.9	60.4	52.5	21.00	.....	.....
41—Sault Ste. Marie.....	29.6	38.9	31.7	9.9	9.7	56.0	51.9	21.00	.....	24.00-28.00
42—Stratford.....	31.2	38.2	32.9	9.8	9.7	60.9	51.5	20.00	.....	22.00-26.00
43—Sudbury.....	29.5	39.8	35.0	10.0	9.9	59.7	51.3	21.30	.....	30.00-34.00
44—Timmins.....	30.9	40.5	34.1	9.9	9.9	56.0	51.7	23.50	.....	30.00-34.00
45—Toronto.....	29.7	38.3	30.7	9.1	9.1	62.0	32.1	19.00	.....	34.00-38.00
46—Welland.....	27.6	36.3	31.7	9.3	9.4	55.6	51.6	19.30	.....	.....
47—Windsor.....	31.6	36.8	31.6	9.4	9.3	61.6	52.0	20.00	.....	27.00-31.00
48—Woodstock.....	30.0	38.3	30.7	9.6	9.6	61.0	51.5	20.00	.....	.....
Manitoba—										
49—Brandon.....	30.2	43.6	32.8	10.3	10.1	62.3	50.2	.....	15.45	23.50-27.50
50—Winnipeg.....	29.8	41.8	31.3	10.0	10.0	55.6	49.0	.....	17.40	29.00-33.00
Saskatchewan—										
51—Moose Jaw.....	29.7	41.0	33.7	10.3	10.3	63.3	48.7	.....	14.00	25.50-29.50
52—Prince Albert.....	29.5	44.3	34.7	11.0	10.9	61.0	50.7	.....	14.50	21.00-25.00
53—Regina.....	28.5	41.9	33.7	11.0	11.1	62.7	52.9	.....	13.60	30.00-34.00
54—Saskatoon.....	28.7	45.0	33.7	10.8	11.1	60.0	49.9	.....	12.40	24.00-28.00
Alberta—										
55—Calgary.....	28.3	43.7	34.1	10.1	10.7	58.8	49.1	.....	11.75	27.00-31.00
56—Drumheller.....	30.0	44.2	36.0	11.0	11.4	59.0	49.2	.....	.....	23.50-27.50
57—Edmonton.....	27.8	44.0	32.1	10.0	10.7	59.9	48.7	.....	7.10	26.00-30.00
58—Lethbridge.....	29.5	42.7	31.2	10.2	11.0	58.0	49.6	.....	8.20	24.00-28.00
British Columbia—										
59—Nanaimo.....	29.9	41.5	30.9	9.9	10.4	59.7	50.3	.....	.....	18.00-22.00
60—New Westminster.....	28.7	40.3	30.8	9.1	9.2	58.1	49.4	.....	16.17	21.00-25.00
61—Prince Rupert.....	30.6	43.7	33.1	10.0	10.0	60.4	49.4	.....	18.50	20.00-24.00
62—Trail.....	30.1	40.2	34.0	10.0	10.0	59.0	50.1	.....	15.13	23.00-27.00
63—Vancouver.....	28.9	38.6	29.4	9.3	9.4	59.5	48.8	.....	15.90	26.50-30.50
64—Victoria.....	28.0	41.6	29.5	10.0	9.9	59.7	50.1	.....	16.85	23.00-27.00

(a) Rent figures are obtained by multiplying increases since June, 1941 by the average rental determined by the census of that date. The increases are based upon reports from real estate agents and *periodic sample Surveys* which are now being conducted by direct interview.

(b) Items marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

(c) Averages include prices for cuts with bone in. (d) Revised. Commencing April, 1948 predominant prices are shown.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1946	1947	Mar. 1947	Jan. 1948	Feb. 1948	Mar. 1948
All commodities	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	108.7	129.1	120.8	146.9	147.3	146.9
Classified According to Chief Component Material—															
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	97.8	115.1	107.0	132.6	131.4	130.7
II. Animals and Their Products.....	70.9	127.1	145.1	99.0	109.0	59.4	74.6	92.1	107.9	114.5	131.8	123.4	139.1	139.5	139.4
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	97.0	128.8	120.5	149.1	154.4	153.6
IV. Wood, Wood Products and Paper.....	63.9	89.1	134.4	106.3	93.9	62.8	79.2	96.0	120.0	132.3	162.9	149.0	181.7	182.0	180.9
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	126.1	137.9	133.4	150.6	150.6	150.6
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	88.0	124.4	116.2	136.6	138.4	138.3
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	103.1	114.5	107.3	125.6	125.6	127.5
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	95.2	107.9	103.1	113.7	114.0	114.0
Classified According to Purpose—															
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	101.1	117.3	108.8	135.2	136.7	137.3
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	107.5	122.4	112.3	149.7	147.0	147.1
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	96.8	113.9	106.4	127.5	129.8	130.7
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.0	100.7	105.7	129.3	121.7	145.8	145.4	144.9
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	119.1	121.2	133.1	123.9	142.9	143.1	144.4
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	104.0	128.9	121.4	146.1	145.7	146.2
Building and Construction Materials.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	134.8	166.4	152.5	187.8	187.9	186.2
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	98.8	122.5	116.1	139.0	138.6	137.9
Classified According to Degree of Manufacture—															
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	109.5	130.7	124.7	148.3	147.2	147.3
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	98.8	117.4	108.2	136.5	137.2	136.7
Canadian Farm Products—															
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	105.9	111.0	115.9	111.8	126.7	123.5	122.9
Animal.....	77.0	133.6	150.8	99.0	92.5	59.7	81.2	95.9	123.0	130.1	143.9	141.0	164.4	164.3	163.9
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	112.3	118.1	126.4	122.7	140.8	138.8	138.2

• The indexes for 1947 and 1948 are subject to revision.

† A revision in the producer price of wheat and flaxseed in the indexes of Canadian farm product prices at wholesale has been necessitated by an announcement of an increase in the producer price of wheat and flaxseed. The price paid to wheat producers on all wheat sold to the Canadian Wheat Board since August 1, 1945 was advanced by 20 cents per bushel while the price paid to flaxseed producers for flaxseed sold to the Board since August 1, 1947 was advanced by 50 cents per bushel.

Table F-6. — INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Description of Index	Wholesale, Dominion Bureau of Statistics	Wholesale, Bureau of Labor Statistics	Consumers Price Index, Bureau of Labor Statistics	Wholesale, Board of Trade	Interim Index of Retail Prices, Ministry of Labour	Wholesale, Federal Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Retail Price Index, Government Statistician
Number of Commodities:	508		889		200		78		188		1935-1939 = 1000		180	
Base Period:	1926	1935-1939	1926	1935-1939	1930	June 17, 1947	July, 1914	June, 1914	1910	1938	1935-1939 = 1000		1926-1930 = 1000	Dec. 1942 = 1000
1913.....	64.0	(a) 79.1	69.8	(b) 70.7	.....	(g) 100	(h) 100	.....	112.5	(c) 81.4	.....	.....	748	(e) 628
1914.....	65.5	79.7	68.1	71.8	.....	(g) 203	(h) 204	.....	109.0	81.4	.....	.....	1225	(e) 850
1918.....	127.4	115.6	131.3	107.5	.....	(g) 249	224	.....	172.3	106.4	.....	.....	1356	(e) 1019
1920.....	155.9	145.4	154.4	143.0	.....	(g) 226	200	.....	251.2	145.8	.....	.....	1428	(e) 1034
1921.....	110.0	129.9	97.6	127.7	.....	(g) 183	(j) 200.1	.....	180.5	132.0	.....	.....	1194	(e) 952
1922.....	97.3	120.4	96.7	119.7	.....	(g) 172	(j) 157.9	.....	144.5	110.1	.....	.....	1053	(e) 1010
1926.....	100.0	121.8	100.0	126.4	.....	(g) 166	144.5	.....	138.7	106.3	.....	.....	994	(e) 1006
1928.....	96.4	120.5	96.7	126.6	.....	(g) 164	144.5	.....	135.8	106.6	.....	.....	988	(e) 1004
1929.....	95.6	121.7	95.3	122.5	.....	(g) 164	141.2	.....	130.5	106.6	.....	.....	904	(e) 795
1933.....	67.1	94.4	65.9	92.4	.....	(g) 140	91.0	.....	104.7	93.2	.....	.....	1103	(e) 851
1938.....	78.6	102.2	78.6	100.8	.....	(g) 156	107.1	.....	117.4	100.0	.....	.....	1005	(e) 990
1940.....	75.4	101.5	77.1	99.4	.....	(g) 158	111.2	.....	138	99.9	.....	.....	1029	(e) 1035
1941.....	82.9	105.6	78.6	100.2	.....	(g) 184	143.0	.....	127.3	103.4	.....	.....	1047	(e) 1073
1941.....	90.0	111.7	87.3	105.2	.....	(g) 199	183.5	.....	139.8	108.2	.....	.....	1111	(e) 1003
1943.....	100.0	118.4	103.1	123.6	.....	(g) 189	218.2	.....	170.6	124.4	.....	.....	1267	(e) 1002
1944.....	102.5	118.9	104.0	125.5	.....	(g) 201	222.6	.....	176.0	128.4	.....	.....	1396	(e) 1003
1945.....	103.6	119.5	105.8	128.4	.....	(g) 203	220.6	.....	179.2	132.2	.....	.....	1405	(e) 1004
1946.....	108.7	123.6	121.1	(g) 139.3	.....	(g) 208	214.7	.....	183.4	134.1	.....	.....	1412	(e) 1008
1947.....	(g) 129.1	135.5	151.8	159.2	.....	(g) 203	223.8	.....	192.3	139.7	.....	.....	1429	(e) 1039
1947-February.....	(g) 118.3	127.8	144.6	153.2	.....	(g) 203	219.0	.....	186.9	137.2	.....	.....	1430	.....
March.....	(g) 120.8	128.9	149.5	156.3	.....	(g) 204	220.0	.....	187.0	138.6	.....	.....	1440	.....
April.....	(g) 123.3	130.6	147.7	156.1	.....	(g) 203	221.0	.....	189.6	139.3	.....	.....	1459	.....
May.....	(g) 125.7	133.1	147.1	156.0	.....	(g) 203	221.3	.....	188.2	139.9	.....	.....	1463	.....
June.....	(g) 128.0	134.9	147.6	157.1	.....	(g) 203	221.3	.....	189.6	141.2	.....	.....	1463	.....
July.....	(g) 129.1	135.9	150.6	158.4	.....	(g) 203	222.3	.....	191.5	141.2	.....	.....	1475	.....
August.....	(g) 130.8	136.6	153.6	160.3	.....	(g) 203	223.1	.....	192.9	140.8	.....	.....	1475	.....
September.....	(g) 134.0	139.4	157.4	163.8	.....	(g) 203	223.1	.....	194.5	140.5	.....	.....	1486	.....
October.....	(g) 139.3	142.2	158.5	163.8	.....	(g) 203	224.2	.....	196.1	140.9	.....	.....	1504	.....
November.....	142.5	143.6	159.7	164.9	.....	(g) 203	224.2	.....	197.3	140.8	.....	.....	1524	.....
December.....	143.5	146.0	(g) 163.2	167.0	.....	(g) 203	231.5	.....	198.0	140.6	.....	.....	1557	.....
1948-January.....	146.3	148.3	165.6	168.8	.....	(g) 204	232.3	.....	199.0	141.3	.....	.....	1571	.....
February.....	147.9	150.3	160.7	167.5	.....	(g) 206	234.3	.....	.....	.....	.....	.....	1571	.....
March.....	146.9	150.3	160.7	166.9	.....	(g) 206	234.3	.....	.....	.....	.....	.....	1571	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Years 1914-42 on base 1926-30 = 1000. (e) Yearly averages are for period from July of preceding year to June of year specified. (f) July. (g) July. (h) June. (i) Old series on base July, 1914 = 100. 1947 average is for first half of year. (j) Revised.

G—Strikes and Lockouts

TABLE G-1.— STRIKES AND LOCKOUTS IN CANADA, JANUARY-APRIL, 1947-1948†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1948*						
January.....	19‡	19	12,595‡	12,595	135,780	-17
February.....	8	15	1,863	11,082	140,945	-18
March.....	8	14	1,235	3,725	56,808	-07
April.....	11	16	2,090	4,491	49,396	-06
Cumulative totals.....	46		17,783		382,929	-12
1947						
January.....	14‡	14	3,293‡	3,293	28,504	-04
February.....	13	21	29,449	32,552	198,214	-25
March.....	13	21	1,012	17,070	378,580	-49
April.....	23	29	3,113	17,988	365,687	-47
Cumulative totals.....	63		36,867		970,985	-31

* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING APRIL, 1948 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to April, 1948				
MINING— Coal miners, Alberta and British Columbia.	13	1,700	15,000	Commenced January 13; for a new agreement providing for increased wages and other changes; following compromise settlement, work resumed at two mines in B.C., on April 6-8; un-terminated.
MANUFACTURING— <i>Textiles, Clothing, etc.</i> — Clothing factory workers, Granby and Roxton Pond, P.Q.	2	290	6,000	Commenced March 30; alleged discrim-ination in lay-off of workers; un-terminated.
<i>Metal Products</i> — Metal factory workers, Dundas, Ont.	1	(3) 100	2,000	Commenced February 2; for a new agree-ment providing for increased wages; un-terminated.
TRANSPORTATION— <i>Water</i> — Ships' officers and sea- men, Halifax, N.S., Saint John, N.B., and British Columbia Ports.	40	300	2,500	Commenced March 1; for a new agree-ment providing for increased wages, changes in working conditions, union security, etc.; terminated, east coast April 12 and west coast April 15; return of workers pending further negotiations for agreements, based on report of IDI Commissioner; compromise.
SERVICE— <i>Business and Personal</i> — Waitresses, Calgary, Alta.	1	11	50	Commenced March 9; against dismissal of one worker; terminated April 12; conciliation, provincial; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING APRIL, 1948 (1)—*Cont.*

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts Commencing During April, 1948				
MANUFACTURING—				
<i>Textiles, Clothing, etc.—</i>				
Hosiery factory workers, Sherbrooke, P.Q.	1	450	9,000	Commenced April 5; alleged infraction of seniority rights following installation of new machines; unterminated.
Work clothing and canvas products factory workers, Hull, P.Q.	1	161	2,500	Commenced April 8; for implementation of award of arbitration board providing for a union agreement with increased wages, union security, payment for statutory holidays, etc.; unterminated.
<i>Miscellaneous Wood Products—</i>				
Wood products factory workers, Toronto, Ont.	1	100	500	Commenced April 20; for a union agreement providing for increased wages and other changes; terminated April 24; return of workers pending further negotiations; compromise (agreement not secured; increased wages and changes in working conditions granted).
<i>Metal Products—</i>				
Coppersmiths, Toronto, Ont.	1	14	60	Commenced April 1; for a new agreement providing for increased wages; terminated April 7; return of workers pending further negotiations; indefinite.
Costume jewelry factory workers, Toronto, Ont.	1	23	46	Commenced April 29; alleged discrimination in lay-off of six workers; unterminated.
Bed and spring factory workers, Cornwall, Ont.	1	23	15	Commenced April 30; for a new agreement providing for increased wages and revisions in vacations with pay, etc.; unterminated.
CONSTRUCTION—				
<i>Buildings and Structures—</i>				
Bricklayers, Windsor, Ont.	25	110	1,400	Commenced April 1; for a new agreement providing for increased wages; terminated April 19; negotiations; compromise.
Plasterers, Toronto, Ont.	9	(4) 150	3,300	Commenced April 1; for a new agreement providing for increased wages; unterminated.
Carpenters and labourers, Cornwall, Ont.	12	(5) 500	3,500	Commenced April 20; for union agreements providing for increased wages, reduced hours, vacations with pay, union security, etc.; unterminated.
Carpenters, Windsor and Essex County, Ont.	50	550	3,500	Commenced April 22; for a new agreement providing for increased wages and four per cent vacation pay; terminated April 30; negotiations; compromise.
SERVICE—				
<i>Public Administration—</i>				
Civic labourers, Lachute, P.Q.	1	9	25	Commenced April 22; for increased wages; terminated April 26; return of workers; in favour of employer.

(1) Preliminary data based where possible on direct reports from parties concerned; in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 102 indirectly affected. (4) 100 indirectly affected. (5) 800 indirectly affected.



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